

Policy: Religious Accommodation	Policy No: I-4.11
Policy Owner(s): Human Resources	Original Date: 10/5/2022
Last Review Date: 10/5/2022	Last Revised Date: 10/5/2022

- I. **POLICY:** John Carroll University (“the University”) does not tolerate religious discrimination against employees and is committed to diversity and inclusion in relation to fostering non-discrimination based on religion

Permitting employees to wear certain religious garb, beards, or hairstyles that would otherwise be contrary to uniform or personal appearance guidelines.

Granting leave/vacation requests for religious observances

Sincerely Held Religious Belief: Sincerely held religious beliefs include theistic beliefs as well as non-theistic moral or ethical beliefs as to what is right and wrong which are sincerely held with the strength of traditional religious views. Sincerely held religious beliefs can originate not only from traditional, organized religions such as Christianity, Judaism, Islam, Hinduism, and Buddhism, but also religions that are new, uncommon, not formally organized, followed by a small number of people. An employee's belief or practice can be "religious" even if the employee is affiliated with a religious group that does not espouse or recognize that individual's belief or practice.

Undue Hardship: A request for accommodation that would require John

