

**Goldfarb School of Nursing (GSON) at Barnes-Jewish College
Student Experience and Development Policies/Procedures**

TITLE: Religious Attire Policy – GSON Students

SUBMITTED/REVIEWED BY: Edward Gricius, MS
Associate Dean of Student Experience and Development

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Policy Statement

Goldfarb School of Nursing at Barnes-Jewish College will make reasonable accommodations for individuals who's sincerely held religious belief, practice or observation may conflict with an educational requirement and/or uniform requirement, unless doing so would pose an undue hardship.

Procedure

Upon request, the College will make reasonable efforts to accommodate students' attire that is related to their sincerely held religious belief. A student's request for religious accommodation shall be directed to the student's Academic Student Support Advisor. Once a request has been made, the Academic Student Support Advisor will notify the Associate Dean of Student Experience and Development who will engage in a dialogue with the student to determine whether an accommodation can be made. During this process, the Associate Dean will work in collaboration with the appropriate Program Director and/or Dean of the School of Nursing to review the request.

The student may be requested to provide documentation supporting the accommodation(s) requested. Each request for accommodation will be considered on a case-by-case basis taking into account the student's request, College and patient safety and security, infection control, patient care needs, all applicable laws, and other relevant concerns. In all cases, the student is responsible for requesting a religious accommodation in advance of the need for such accommodation.

Students participating in clinical rotations or engaged in off-campus activity are subject to the policies, procedures, and rules of the host site.

The College prohibits retaliation against any individual requesting a religious accommodation. Any student who believes he or she has been retaliated against for doing so should make a report in accordance with the: General Non-Discrimination and Harassment Policy and Procedures in the Student Handbook.