

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

**TITLE: Religious Accommodations Policy – GSON Students**

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**SUBMITTED/REVIEWED BY:** Michael D. Ward, Ph.D., RTR, FASRT, FMOsRT  
Vice Dean for Student Affairs and Diversity

**LAST REVIEWED/REVISION DATE:** October 15, 2020

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**Policy Statement**

The College will make reasonable accommodations for individuals whose sincerely held religious belief, practice or observation conflicts with an educational requirement and/or uniform requirement, unless doing so would pose an undue hardship.

**Procedure**

Requests for religious accommodations should be directed to the student's Academic Student Support Advisor. Once a request has been made, the Academic Student Support Advisor will notify the Vice Dean for Student Affairs and Diversity who will engage in an interactive dialogue with the student to determine whether an accommodation can be made. During this process, the Vice Dean may require the student to provide documentation supporting the accommodation(s) requested. The Vice Dean will assess each request for accommodation 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.

*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 Section XVIII, General Non-Discrimination and Harassment Policy and Procedures.*