

RELIGIOUS ADJUSTMENTS

MBKU respects the religious beliefs and practices of all members of our community and shall make, on request, an accommodation for such observances when a reasonable accommodation is available.

Students whose religious beliefs or practices conflict with their schedule, or with the policy on dress and appearance, and who seek a religious accommodation must submit a written request for the accommodation to the VPES. The written request needs to include the type of religious conflict that exists and the student's suggested accommodation.

The VPES shall evaluate the request considering whether a conflict exists due to a religious belief or practice and whether an accommodation is available that is reasonable and would not create an undue hardship or a change in the technical standards of the student's program. An accommodation may be a change in schedule, using excused time off, or allowing an exception to the dress code that does not affect safety or violate the professional standards of dress. Depending on the type of conflict and suggested accommodation, the VPES may confer with the student's Dean/Director and/or Clinical Preceptor.

The student and VPES shall meet to discuss the request and decision on an accommodation. If the student accepts the proposed religious accommodation, the VPES shall implement the decision. If the student rejects the proposed accommodation(s), the student may appeal to the Vice President of Human Resources (VPHR). The VPHR's decision shall be final.