

## **Accommodations: Religious and Disability**

### **Purpose**

Provide guidance for residents and fellows on the process for requesting accommodations related to religion and/or disability.

### **Procedures for Disability Accommodations**

Through the EVMS My Portal, refer to the EVMS HR Disability Accommodations Policy. The policy and procedures related to disability accommodations apply to Trainees.

### **Procedures for Religious Accommodations**

Through EVMS My Portal, refer to the EVMS HR Religious Accommodations Policy. The policy and procedures related to accommodations apply to Trainees. Additionally, the following procedures are applied to Trainees requesting Religious Accommodations.

Eastern Virginia Medical School supports religious accommodations which do not impose undue hardships on patients, the institution, the affected departments, or other individuals. Eastern Virginia Medical School adheres to all state and federal laws pertaining to religious discrimination and accommodation and does not discriminate on the basis of race, color, national origin, religion, or gender.

Eastern Virginia Medical School recognizes that trainees come from many religious faiths and practices. The observance of religious holiday and practices is important and should be accommodated whenever possible. Reasonable efforts to accommodate the needs of trainees will be made; provided the needs are brought in advance to the attention of the Program Director. First priority, however, must always be given to patient care and safety, thus, religious leave/observances cannot always be guaranteed.

Trainee Specific: The nature of residency/fellowship duties precludes programs from guaranteeing every worship time can be freed from residency/fellowship responsibilities and there may be a time

where a request cannot be granted. For those trainees who observe religious practices that, at times, may conflict with patient care responsibilities, it is mandatory that patient care is not compromised. When observation of religious practices conflict with patient care duties, it is the responsibility of the involved trainee to make appropriate arrangements with his/her colleagues for equivalent or greater patient care coverage. Notification must be provided to the Program Director that such alternative care is being sought.

1. Trainees should address fellow trainees and the program Chief Resident(s) to obtain alternative coverage for the patient care responsibilities. If coverage cannot be found, the involved trainee must fulfill the patient care responsibilities and the holiday/observance may not be taken.
2. Substitute coverage must be approved/disapproved by the involved Program Director. The Program Director may delegate this responsibility to another faculty member or Chief Resident.

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