

Policy: Religious Accommodation	Policy No: I-4.11
Policy Owner(s): Human Resources	Original Date: 10/5/2022
Last Review Date: 06/18/2024	Last Revised Date: 06/18/2024

- I. **POLICY:** John Carroll University (“the University”) does not tolerate religious discrimination against employees and is committed to diversity

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

Granting reasonable leave/vacation requests for religious observances

Modification of a University policy to accommodate a religious practice, when reasonable to do so

Sincerely Held Religious Belief: Sincerely held religious beliefs include theistic beliefs as well as non-

