



Religious Accommodations

The University of Denver community is enriched by individuals of many faiths that have various religious observances, practices and beliefs. In affirming this diversity, the University provides religious accommodations for employees' sincerely held religious beliefs, except where an accommodation would create an undue hardship.

Accommodations for religious beliefs may include, but are not limited to, observance of holy days, or days of observance. All faculty, staff, and other programming groups are strongly urged to be mindful of major holy days when scheduling meetings, events, and other programs.

How to request an accommodation

Employees seeking a religious accommodation must submit a written request for the accommodation to their supervisor. (Staff should submit their request to their supervisor; faculty should submit their request to the department chair.)

The request should identify the religious/work conflict that exists and the accommodation being requested. The supervisor will evaluate the request. Where a work conflict exists due to a sincerely held religious belief or practice, the supervisor will grant an accommodation unless doing so would create an undue hardship for University. Supervisors with questions should consult with their HR Partner regarding the accommodation request.

Employees who believe they have been discriminated against on the basis of religion, including by the denial of a religious accommodation required by law, are referred to the Office of Equal Opportunity & Title IX. The University's Discrimination and Harassment Policy (EOIX 3.10.010) prohibits discrimination and harassment on the basis of religion, including the failure to provide reasonable accommodations required by law.