## OLD DOMINION UNIVERSITY University Policy

Policy #6501 RELIGIOUS ACCOMMODATIONS POLICY (INTERIM POLICY)

Responsible Oversight Executive: Vice President for Human Resources, Diversity,

Equity, and Inclusion

**Date of Current** 

- f. Upon completion of the interactive process, OIED (or the AVPHRHS in conjunction with OIED as applicable) is responsible for assessible or not the employee's requested workplace accommodation is reasonable and determining what, if any, accommodation is most appropriate for both the employee and the University. While consideration is given to the employee's preference, the Universivill balance the preference of the employee with the needs of the department in determining effectiveness.
- g. If a request for a reasonable Religious Accommodation is denied or not plausible, the employee will be notified in writing.

## 3. Implementation

- a. Once an accommodation has been deemed appropriate and reasonable, both the employee and the supervisor are notified. Approved accommodations are not applied retroactively.
- b. When Religious Accommodations are approved, supervisors are responsible for implementing the reasonable accommodations as indicated by OIED. To the extent possible, the employee's department will be responsible for funding the accommodation. The department can seek resources from the University to support the accommodation when the cost of the accommodation is beyond the department's available resources.

C.

POLICY HISTORY  ***********************************	
Responsible Officer	Date
Policy Review Committee (PRC) Approval to Proceed:	
Chair, Policy Review Committee (PRC)	Date
Executive Policy Review Committee (EPRC)	Approval to Proceed: