

College of Medicine and Science

## Religious Accommodation Policy

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### Scope

Applies to all students at and applicants to the Mayo Clinic College of Medicine and Science (MCCMS) and MCCMS faculty and staff when a religious accommodation is requested.

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### Purpose

To establish the framework for providing students and applicants with sincerely held religious beliefs, observances, or practices reasonable religious accommodations.

To establish a learning environment where differences are treated with respect and inclusion.

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### Policy

- MCCMS complies with all federal and state laws and regulations concerning the education of persons with sincerely held religious beliefs, observances, or practices that conflict with Mayo Clinic/MCCMS policies, or with other aspects of their education.
  - MCCMS does not discriminate against applicants or students in regard to application procedures, acceptance, appointment, enrollment, advancement, discipline or dismissal from their education or training.
  - MCCMS prohibits disparate treatment, segregation, or harassment based on religious belief, observance, or practice, as well as retaliation for the exercise of sincerely held religious beliefs, observances, or practices.
  - MCCMS and/or the respective School will collaborate with applicants and students to [reasonably accommodate](#) their religious beliefs, observances, or practices.
  - MCCMS commits to reasonably accommodate applicants and students, unless the accommodation would impose an undue hardship.
    - MCCMS does not guarantee that all requests can be accommodated, or that an applicant or student will get his/her preferred accommodation.
    - Accommodation requests will be considered on a case by case basis.
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### Policy Notes

There may be variations in State or Federal laws regarding the duty to provide a reasonable accommodation of a sincerely held religious belief, practice or observance. Mayo Clinic and its affiliated sites will comply with Federal, State and other local laws and regulations in the applicable jurisdiction.

Residents and Fellows follow the Allied Health [Religious Accommodation Policy](#) and [Religious Accommodation Procedure](#).

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### Related Procedures

[Religious Accommodation Procedure](#)

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### Related Documents

[Attendance, Absences, and Tardiness Policy](#)

[Grievance Procedure](#)

[Non-Discrimination Policy](#)

[Ombudsperson Policy](#)

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### Definitions

**Reasonable Religious Accommodation:** Any reasonable adjustment to the MCCMS learning environment or the academic program that will allow an applicant or student to practice his or her religion.

**Religion:** Includes all aspects of religious belief, observance and practice.

**Student:** Non-resident/non-fellow individual enrolled in the Mayo Clinic College of Medicine and Science.

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## References

N/A

## Owner

David Dahlen on behalf of the MCCMS Policy Workgroup

## Contact

David Dahlen

## Revision History

Date	Synopsis of Change
08/20/2019	New Policy
	Approval for need to establish document: MCCMS Policy Workgroup

### Content Information

Notification Recipient: Serrano Withers, Jennifer M.

Content ID: DOCMAN-0000222359

Effective Date of Current Version: 08/20/2019

Site(s): Arizona, Florida, Rochester, Albert Lea, Austin, Barron, Bloomer, Cannon Falls, Decorah, Duluth, Eau Claire, Fairmont, Faribault, La Crosse, Lake City, Mankato, Menomonie, New Prague, Osseo, Owatonna, Red Wing, Sparta, Springfield, St. Cloud, St. James, Waseca

Workflow Reviewer Name(s): Flom Murphy, Melissa A., J.D.

Workflow Approver Name(s): Dahlen, David L.

Next Review Date: 08/18/2021

Comments:

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