Effective Date: **July 1, 2026**

POLICY

EMPLOYMENT

Boston University Religious Accommodations Policy?

RESPONSIBLE OFFICE

Human Resources

1. The University’s Commitment to Provide Reasonable Accommodations?

The University is committed to the goal of ensuring equal employment opportunities to all individuals, including providing reasonable accommodations to employees and applicants for employment who need them due to religion, as required by law.???

? The University provides reasonable accommodations to employees whose sincerely held religious beliefs, practices and observances conflict with a work requirement, unless providing the accommodation would create an undue hardship.? A religious accommodation is an adjustment to the work environment or policies and practices that will allow the employee to comply with their religious beliefs.??

?Below is some helpful information in the event you need a change in the work environment or the way things are customarily done due to sincerely held religious beliefs or practices. In all cases, please contact Human Resources if you need to request such a change.?

?This policy applies to all aspects of the University's operations, programs, and activities.???

Retaliation against any employee or applicant for employment who requests a religious accommodation is prohibited.??

2. Eligibility

This Policy applies to current Boston University employees (including student employees, in their capacity as employees) and applicants for employment at BU.???

?This Policy does not apply to student requests for religious accommodation with respect to their living or learning environments, or with regard to any academic requirements or policies.? University's Policy on Student Absence Due to Religious Observance describes the process for requesting such accommodations for students.?

?3. The Religious Accommodation Process?

Human Resources manages religious accommodations for employees and applicants for employment at BU.? The role of Human Resources is to facilitate an interactive dialogue between the employee or applicant and their department following a request for accommodation.???

?Employees or applicants seeking a reasonable accommodation on the basis of sincerely held religious beliefs can submit a request through Human Resources.?

The University will work with employees and applicants to determine what accommodation is appropriate for each person, given their unique circumstances, and that doesn't impose an undue hardship on the University.? The University may ask for additional information to better understand the request and what accommodations may be workable.???

If you have any questions about religious accommodations or concerns about how your request for accommodation was handled, please promptly contact Human Resources at hr@bu.edu.

END OF POLICY TEXT

Additional Resources Regarding This Policy

Related Policies and Procedures

- **Policy on Reasonable Accommodations for Employees or Applicants for Employment** - August 15, 2025
- **Disability Accommodation Policy**

Related Boston University Offices

- **Boston University Equal Opportunity Office**
- **Human Resources**

THIS POLICY IS PART OF THE EMPLOYEE HANDBOOK AND POLICIES MANUAL , AND SHOULD BE READ IN CONJUNCTION WITH ALL OF THE POLICIES THAT

Please use this URL for the most recent version of this document: https://www.bu.edu/policies/religious-accommodations-policy%e2%80%af/

COMPRISE THE HANDBOOK. THE PROVISIONS OF THE EMPLOYEE HANDBOOK DO NOT CONSTITUTE AN EMPLOYMENT CONTRACT AND DO NOT ALTER THE AT-WILL STATUS OF AN EMPLOYEE.

Categories: Employee Handbook and Policies Manual, Employment, Employment, Faculty Handbook: Human Resources, Non-Represented Staff, Workplace