

Employee Accommodation:

In accordance with Title VII of the Civil Rights Act of 1964, Cuyahoga Community College will reasonably accommodate the religious beliefs, observances, and practices of its employees, e.g., accommodate a religious belief, observance, or practice which conflicts with an employment requirement. Employees must direct requests for reasonable accommodation to the College's Director of Diversity & Inclusion. The College will provide reasonable accommodation if it can do so without undue hardship on the conduct of College business. The College's Director of Diversity & Inclusion will consult with the employee and the employee's supervisor to arrange a reasonable accommodation if appropriate. The reasonable accommodation provided need not be the accommodation requested.

Complaints:

Individuals who disagree with a determination regarding a request for a religious accommodation, who believe they have been treated in a discriminatory manner, should follow the grievance process detailed in the College's Discrimination and Harassment Complaint Procedure (3354:1-42-01.2).