



**Entry to Baccalaureate Nursing Practice and Advanced Nursing Practice Divisions  
Religious Accommodation**

<b>Policy Number:</b> ANP-EBP 2024-005	<b>Version Number:</b> 1
<b>Approval Authority:</b> Faculty of Rutgers School of Nursing	
<b>Responsible Executive:</b> Senior Associate Dean for Administration and Student Affairs	
<b>Policy Owner:</b> Department of Student Services, Operations, and Academic Administration	
<b>Effective Date:</b> 9/1/2024	<b>Revision date(s):</b>

**1. Policy Statement**

This policy clarifies the School of Nursing’s policy on religious accommodation for students whose classes or clinicals fall on a day of religious observance.

**2. Reasons for Policy**

To provide students with guidance on when and how to request religious accommodation.

**3. Who Should Review This Policy**

All School of Nursing faculty, instructors, students and staff.

**4. Resources and Related Documents:**

- [Entry to Baccalaureate Nursing Practice and Advanced Nursing Practice Divisions Classroom and Clinical Attendance Policy](#)
- Rutgers—New Brunswick Student Affairs, Office of the Dean of Students—Advocacy, Outreach and Support, [Absences for Religious Obligations](#)
- [Religious Accommodation Request Form](#)
- [Cancellation of Classes](#), a University policy
- [Student Immunizations and Health Requirements](#), a University policy
- [Course Attendance](#), a University policy

**5. The Policy**

Rutgers University is committed to fostering a community that supports students, faculty and staff of all faiths. It is the policy of the University not to cancel classes on religious holidays. Rather, the University provides reasonable accommodations for students to enable them to exercise their sincerely held religious beliefs unless the accommodation would impose an undue hardship on the university.

**Absence Due to Religious Observance**

It is the policy of the university to excuse without penalty students who are absent because of religious observances and to allow the makeup of work missed because of such absences. Absences for reasons

of religious obligation will not be counted for reporting purposes. Alternatives will be provided to students who are not able to attend a class, examination, clinical, laboratory, or other required activity due to religious observance.

### **Religious Accommodation**

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Religious observance is one of the recognized grounds for an excused absence at the Rutgers School of Nursing (see [Rutgers listing of religious observances](#)). A religious accommodation is any adjustment to the work and/or academic environment that allows individuals to practice their religion. Religious accommodation must be approved in advance; students are advised to provide timely notification to instructors about necessary absences for religious observances.

**Request for religious accommodation can be made using the School of Nursing [Religious Accommodation Request Form](#).**

**Makeup:** Students absent from an examination because of required religious observance will be given an opportunity to make up the examination without penalty. Students are responsible for making up the work or exams missed due to an accommodation according to an agreed-upon schedule.