

University of Mississippi Medical Center

Religious Diversity Policy

In our efforts to embrace the religious diversity at the Medical Center, a policy has been instituted to address the observance of religious holidays for individuals of all faiths. It is the intent of the institution to make every effort to reasonably accommodate individuals based on their religious beliefs. Observation of religious holidays in all faiths will be supported except when detrimental to patient care. Conflicts between religious obligations and patient care obligations are handled much as they would be in clinical practice. That is, patient care responsibilities take precedence unless coverage has been previously arranged.

In their effort to respect students' religious customs, departments will attempt to adjust schedules to allow the observance of these holidays. Any observance of religious holidays will not be a negative factor in the grading of a student's performance. In the event the conflict is with an essential experience, e.g., board exams, then these essential experiences will take precedence. It is the student's responsibility to inform the appropriate person in the department prior to or at the initial clinical rotation orientation of his or her request for accommodation so that patient care and on-call responsibilities can be met in full. It is also the student's responsibility to obtain coverage so that patient care and on-call coverage are not compromised. In the event students cannot obtain coverage, they are expected to meet their responsibilities by taking call regardless of the schedule conflict.

If scheduling conflicts with religious observances occur in regard to daily patient care activities such as ward rounds, writing notes, or monitoring patients, the department may excuse students who have made prior arrangements to cover their responsibilities by performing these duties at another time or by obtaining coverage from other students or house officers. These arrangements must be made in advance and must be satisfactory to the department.

Questions and requests for additional information should be directed to either the associate vice-chancellor for multicultural affairs, student affairs officers, or the director of pastoral services.