



RIVERSIDE COMMUNITY COLLEGE DISTRICT RELIGIOUS ACCOMMODATION REQUEST FORM

Employee Request for Religious Accommodation

Riverside Community College District is an equal opportunity employer that prohibits discrimination against employees and applicants for employment based on classifications protected by law, including, but not limited to, religion, creed, and religious belief, observance, or practice, and provides reasonable accommodation for qualified employees and applicants whose sincerely held religious beliefs, observances, or practices conflict with an employment requirement, unless providing a reasonable accommodation would result in undue hardship on the conduct of the District's business. Employees may use this form to request a religious accommodation.

Employee Name: _____ Job Title: _____
First Name Last Name Role: Administrator Faculty Staff Temporary

Employee ID #: _____ Work Location: CAADO MVC NC RCC

Contact Telephone: _____ Department: _____

District Email: _____ Supervisor: _____

Please complete the following (you may attach additional information as needed):

- Describe the sincerely held religious belief(s), observance(s), or practice(s) that conflicts with an employment requirement and identify the employment requirement:

(This includes moral or ethical beliefs as to what is right and wrong, which are sincerely held with the strength of traditional religious views, but does not include "social, political, or economic philosophies" or personal preferences. This also includes observance of a Sabbath or other religious holy day or days, reasonable time necessary for travel prior and subsequent to a religious observance, "religious dress practice," which includes the wearing or carrying of religious clothing, head or face coverings, jewelry, artifacts, and any other item that is part of an individual observing a religious creed, and "religious grooming practice," which includes all forms of head, facial, and body hair that are part of an individual observing a religious creed (Gov. Code, §§ 12940, subd. (l) & 12926, subd. (q)).):

