

Process for Medical or Religious Accommodations for Covid-19 Protocols
Long Beach City College
Human Resources

Employee is Scheduled to Work

Human Resources Contacts:
covidhrhelp@lbcc.edu
Academic Employees: 562-938-4813
Classified Employees: 562-938-4547

Employee seeks an exemption for:

- Wearing a face mask
- Getting vaccinated
- Being Covid tested

Medical Reasons

Religious Reasons

Human Resources gives employee link to **Medical Accommodation Form**

Human Resources gives employee link to **Religious Accommodation Form**

Medical Accommodation Approved

Medical Accommodation NOT Approved

Religious sincerity NOT established

Religious sincerity established

Human Resources meets with employee and manager to discuss accommodations

Human Resources informs employee & manager how request for accommodations based on medical reasons does not meet ADA standards

Human Resources meets with employee to discuss how request for accommodations does not meet Religious Exemption standards

Human Resources meets with employee and manager to discuss accommodations