

Department of Pediatrics Graduate Education Programs

Subject: Pediatric Residency Program Policy for Religious Observance
Date: June 6, 2001
Approved: Stephen Wadowski, MD
Pediatric Residency Program Director

This policy dated June 1, 2001 supersedes all prior departmental policies addressing observation of religious rituals for residents in the S.U.N.Y. Downstate Medical Center Pediatrics Residency Training Program.

It is the policy of the S.U.N.Y. Downstate Medical Center Pediatric Residency Training Program to make accommodations for observance of religious rites, rituals and customs to the fullest extent possible. Such accommodations will be permitted only to the extent that they do not interfere with the delivery of high quality, effective, efficient, compassionate patient care, education of residents or students, and needs of the department, institution and participating hospitals. Arrangements for each resident will be made on an individual basis. These arrangements will be based on discussions with and, if requested, supporting documentation provided to the Residency Program Director. In making such arrangements, consideration will be given to meeting various pediatric residency training requirements as well as the impact on other residents, faculty, patients and students.

The American Board of Pediatrics requires that residents complete 36 months of training with no more than 3 months leave time away from training (including vacation, sick, disability, maternity and religious). As such, it is expected that any leave time beyond 3 months will be made up at times to be negotiated with the program director. (These times may include additional weekend shifts (Sundays), holidays, voluntary use of vacation time or extension of residency completion date. If the resident is salaried during the period of additional leave, salary may not necessarily be provided during the period of extended training.) In no way may accommodations for religious observance interfere compliance with requirements for residency training in pediatrics as described by the Pediatric Residency Review Committee or the American Board of Pediatrics or with applicable local regulations and laws (e.g. N.Y.S. D.O.H. Regulations Section 405).

The State University of New York Downstate Medical Center, the Department of Pediatrics and the Pediatric Residency Training Program are committed to equal opportunity/affirmative action in all educational activities and programs and do not discriminate on the basis of race, gender, sexual orientation, color, creed, religion, age, national origin, disability, marital status, or status as a disabled veteran of the Vietnam era, in the recruitment and employment of residents or in the operation of any of its programs or activities, as specified by Federal and State Laws or regulations. For more information, contact the Center's Affirmative Actions Officer at 718-270-1738. The Affirmative Action Office is Room 5-82C for the Basic Science Building.