



**San Antonio Uniformed Services
Health Education Consortium
San Antonio, Texas**

Religious Holidays Policy

I. Policy. SAUSHEC is committed to practices which do not discriminate on the basis of religion and to the provision of a safe, healthy work place that promotes high quality and safe patient care. The Report of the American Medical Association's Council on Medical Education, CME Report 10-A-06 serves as the reference document for this policy.

II. Purpose. The federal workplace includes individuals from a wide variety of backgrounds and religious beliefs. Military medical treatment facilities in which SAUSHEC residents train provide patient care 24 hours per day, 7 days per week and 365 days per year. Many patient care recipients suffer from emergent or urgent medical conditions. To ensure 24 hour per day on-call availability, groups of staff providers and resident physicians share coverage responsibilities. On call providers and residents deserve to be assigned duties based upon fair and equitable call schedules.

III. Process. To meet these sometimes conflicting requirements, on-call duties will be scheduled in accordance with the following hierarchy of ethical principles:

A. Patient care is the most important priority in garrison and deployed settings. Patient care must not be interrupted for any purpose, including celebration of religious holidays or observances.

B. All individuals sharing on-call duties will be treated fairly. Equitable call schedules must be established. Consenting individuals may trade call dates, after original schedules have been published and distributed.

C. Supervisors will attempt to honor religious traditions and observations. However, timely patient care delivery and fairness to practitioners will receive primary consideration.

D. SAUSHEC staff and resident physicians who want to ensure freedom from call on religious holidays or observances should request leave on those dates. Supervisors will approve leave requests in accordance with paragraphs 3.a. and 3.b.

E. Applicants and entrants to SAUSHEC training programs will be informed of this policy.