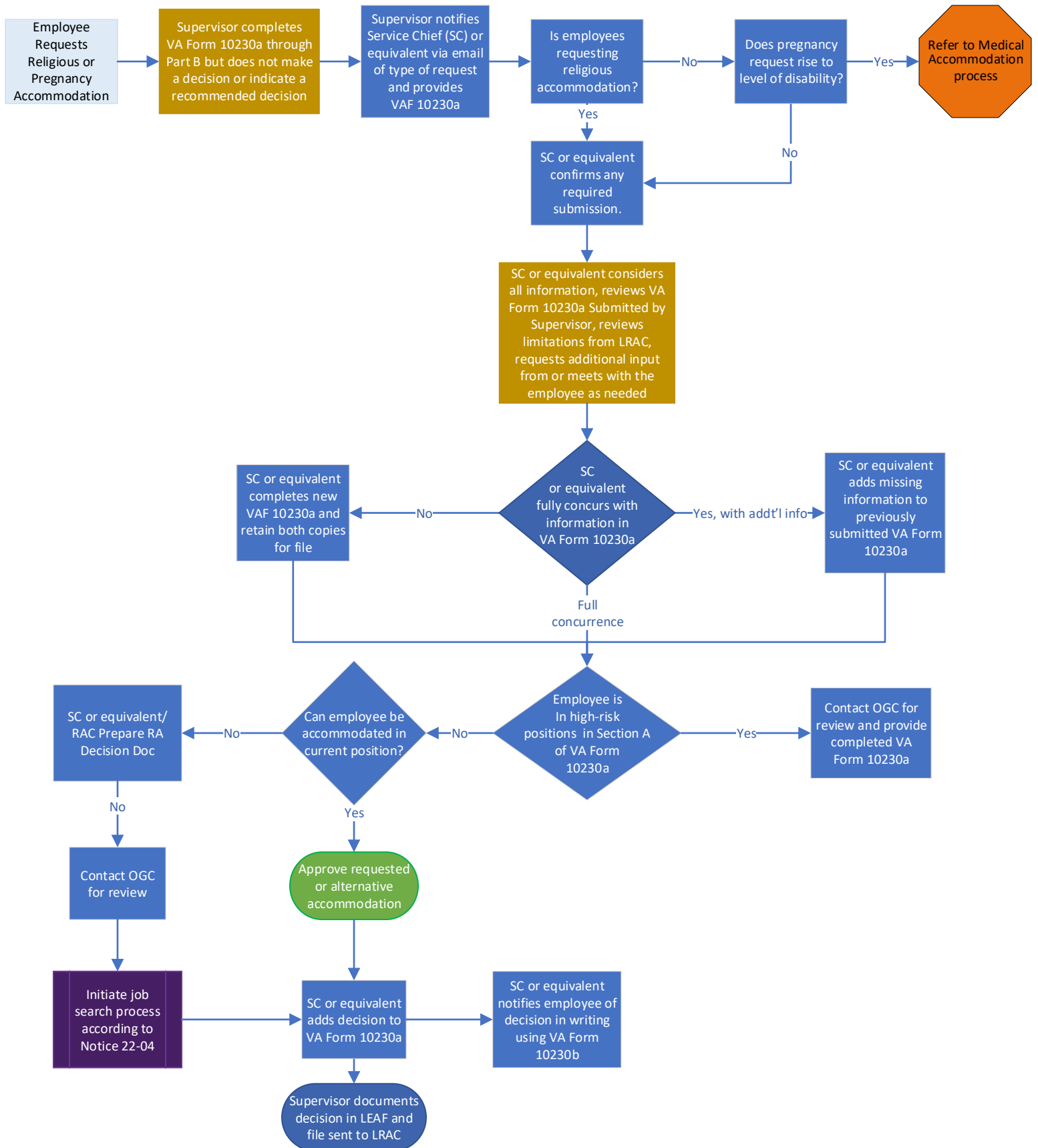


## VHA Process Map for Title VII: Religious or Pregnancy Accommodation

This process is used if an employee requests a Title VII Religious or Pregnancy accommodation to vaccination and/or testing. This VHA process guide follows the VA flow map, Processing Requests for Title VII Accommodation Religious or Pregnancy and provides additional specific guidance for VHA Supervisors, Service Chiefs/Equivalent, and Local Reasonable Accommodation Coordinators (LRAC). A concurrent review is used for employees who request BOTH medical and Title VII: Religious or Pregnancy accommodation related to vaccination and/or safety protocol requirements. Each review will follow the identified guidance for that type. Disciplinary action will not take place while employee's request is being evaluated.



## VHA Process Map for Medical Accommodations

This VHA process guide follows the VA flow map, Processing Requests for Medical Accommodation (vaccine), and provides additional specific guidance for VHA Supervisors, Service Chiefs/Equivalents, and Local Reasonable Accommodations Coordinators (LRAC). This process is used if an employee requests medical accommodation to the vaccination and/or safety protocol requirements. A concurrent review is used for employees who request BOTH medical and Title VII: Religious or Pregnancy accommodation. Each review will follow the identified guidance for that type. Disciplinary action will not take place while employee's request is being evaluated. Please refer to VA Handbook 5975.1 which governs medical accommodations in conjunction with VHA Directive 1193.01

