



## COVID-19 FAQ

### ***3. Can an EMS agency require employees to shave?***

Date Added: 03/30/20

Answer: Yes, with the exception of possibly making a reasonable accommodation due to an employee's religious beliefs. For example, certain religions forbid a person being clean shaven. If the employee has a sincerely held religious belief, the employer is obligated to engage in the interactive process to determine if there is a reasonable accommodation that it can provide this employee that would address the legitimate safety and OSHA compliance interests of the employer to be met while not offending the employee's sincerely held religious beliefs. In some instances, an employee can maintain a shortly trimmed beard that permits for a qualitative seal with an N95 Respirator Face Mask. Alternatively, the employer may be able to purchase an alternative mask or whole head hood that would provide the same protections while permitting the employee to maintain their beard. Consult your legal counsel when anyone objects to a practice or procedure based on religious grounds.