



**Division of
Human Rights**

NEW YORK STATE
DIVISION OF HUMAN RIGHTS

NEW YORK STATE DIVISION OF
HUMAN RIGHTS on the Complaint of

NICOLETTE B. GLUT,

Complainant,

v.

RENSSELAER POLYTECHNIC INSTITUTE,

Respondent.

DETERMINATION AND
ORDER AFTER
INVESTIGATION

Case No.
10213374

On 8/30/2021, Nicolette B. Glut filed a verified complaint with the New York State Division of Human Rights ("Division") charging the above-named respondent with an unlawful discriminatory practice relating to education because of creed in violation of N.Y. Exec. Law, art. 15 (Human Rights Law).

After investigation, and following opportunity for review of related information and evidence by the named parties, the Division has determined that there is NO PROBABLE CAUSE to believe that the respondent has engaged in or is engaging in the unlawful discriminatory practice complained of. This determination is based on the following:

Complainant is a student of Respondent, Rensselaer Polytechnic Institute. On or around April 2021, Respondent notified students that a Covid-19 mandate would be required to attend classes. Complainant requested and was initially granted a "religious exemption" based on her religious beliefs. On August 18, 2021, Complainant's exemption was rescinded, and she was informed she would be required to get the vaccine to enroll in school. Complainant alleged that she was denied a reasonable accommodation, based on her creed.

The investigation found insufficient evidence to indicate that the Complainant was subject to unlawful discrimination on the basis of creed.

The investigation established that Respondent considered Complainant's request for exemption, but ultimately her request was denied as part of Respondent's compliance with its vaccination

mandate. Respondent is responsible for a community of approximately 10,000 students and faculty. Respondent initially granted religious exemption for the COVID-19 vaccine. Respondent indicated that it only changed its policy after it assessed that COVID-19 was evolving and becoming more infectious. Respondent indicated that it denied Complainant's request because it was an undue burden to grant such request in light of the legitimate COVID-19 health and safety concerns on its campus at that time.

Under the foregoing circumstances, there is insufficient evidence to establish that Complainant was denied religious accommodation based on creed. Rather, the evidence supports the conclusion that Respondent denied Complainant's request based on legitimate health and safety concerns, which is reasonable.

The evidence does not support a conclusion that the Complainant was unlawfully discriminated against by Respondent.

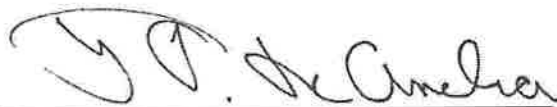
The complaint is therefore ordered dismissed and the file is closed.

PLEASE TAKE NOTICE that any party to this proceeding may appeal this Determination to the New York State Supreme Court in the County wherein the alleged unlawful discriminatory practice took place by filing directly with such court a Notice of Petition and Petition within sixty (60) days after service of this Determination. A copy of this Notice and Petition must also be served on all parties including General Counsel, State Division of Human Rights, One Fordham Plaza, 4th Floor, Bronx, New York 10458. DO NOT FILE THE ORIGINAL NOTICE AND PETITION WITH THE STATE DIVISION OF HUMAN RIGHTS.

Dated: July 18, 2022
Binghamton, New York

STATE DIVISION OF HUMAN RIGHTS

By:



Victor P. DeAmelia
Regional Director