



# The UNIVERSITY HOSPITAL

University of Medicine & Dentistry of New Jersey

Theresa Rejrat, RN, MA  
Office of the Vice President and Chief Nursing Officer  
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150 Bergen Street  
PO Box 1709  
Newark, NJ 07101-1709

November 17, 2011

Ronetta Habaradas

**Via-Hand-delivery & Fed-Ex**

## RE: Discussion Regarding Reasonable Accommodation

Dear Ms. Habaradas,

You have indicated that you have religious and/or moral objections to performing certain of your current job duties. The University again invites you to discuss with us potential reasonable accommodations of your objections. Such potential accommodations may include changes in duties, changes in scheduling, and/or transfer to another nursing position that does not involve duties that are objectionable to you for religious and/or moral reasons. We welcome your input and thoughts concerning potential reasonable accommodations. Please contact me at 973-972-1787 immediately to arrange for this discussion which must be held on or before Wednesday, November 23, 2011.

Thank you,

A handwritten signature in black ink, appearing to read "Theresa Rejrat".

Theresa Rejrat, RN, MA  
Vice President of Patient Care Services & CNO