

August 24, 2026

University of Kentucky
Office of Equal Opportunity
Patterson Office Tower
18th Floor
Lexington, KY 40506

Re: Request for Religious Accommodation Pursuant to Title VII

Dear Office of Equal Opportunity,

I am writing to request a reasonable religious accommodation, based on my sincerely held beliefs as a Humanist, regarding the mandatory use of artificial intelligence (“AI”), including Large Language Models (“LLM”), in my work as a Research Administrator in the Office of Sponsored Project Administration (“OSPA”).

I have adhered to Humanism since my teens, and it serves as the foundational moral framework by which I live. Sincerely held moral and ethical beliefs, including non-theistic systems such as Secular Humanism, are protected under Title VII and the Constitution. See 29 C.F.R. § 1605.1; *Torcaso v. Watkins*, 367 U.S. 488, 495 n.11 (1961). Central to my beliefs is the conviction that the dignity, presence, and flourishing of the human person represent the ultimate moral good. My Humanist beliefs, as expressed in the Humanist Manifesto III, the Ten Commitments, and the Amsterdam Declaration of 2002, require me to actively honor human worth, moral agency, and personal responsibility in my daily life and work, and are fundamentally incompatible with practices that diminish or displace the human role in human community and endeavor.

OSPA has recently begun integrating AI and LLM software into staff workflows. This includes the promoted use of Microsoft Teams Copilot for meeting notation as of our July 31, 2026 department meeting, suggested use of commercial LLMs such as ChatGPT, Claude, and Gemini, and ongoing internal LLM tool development in conjunction with Research Information Services (“RIS”). Substituting automated machine processing for human presence, authentic listening, and personal responsibility in my work directly conflicts with my obligation to uphold human dignity and flourishing as primary. I sincerely believe participating in or relying on these systems abdicates human moral agency and diminishes human worth in a manner that violates my conscience.

I am therefore requesting a reasonable accommodation exempting me from personally using AI or LLM tools, including automated transcription, note-taking, or decision-making systems, in my daily workflow. Because AI deployment in our division is actively expanding, I am raising this request now in good faith to ensure clear expectations. This accommodation request encompasses the tools now being introduced and any AI or LLM tools the office adopts or requires going forward. As new tools or internal software are rolled out, I will engage in good faith to identify a workable path consistent with this accommodation.

As a fully remote research administrator, my primary duties consist of reviewing sponsor guidelines and grant materials, verifying compliance, and preparing and submitting grant applications. Using AI or LLM tools is not an essential function of my position, and I fulfill all essential duties using standard manual processes. I am glad to manually take and share my own meeting notes to ensure no operational burden on the department.

This belief is sincerely held, and I submit this request in good faith. While this request is under review, I will continue to manually perform all of my job responsibilities without disruption. I remain ready to engage in the interactive process, and I welcome the opportunity to correspond through the OEO portal or meet to discuss a practical, reasonable solution.

Thank you for your time and consideration.

Sincerely,

David Durman