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HAVE DONE FOR ME AND THE SUPPORT YOU HAVE BEEN
THROUGH THIS ENTIRE PROCESS. I COULDN'T HAVE PICKED A
BETTER FIRM TO WORK WITH. THANK YOU AGAIN.”

- C.D.

HOW TO REQUEST RELIGIOUS ACCOMMODATIONS AT WORK

In the United States, your right to religious freedom doesn't stop when you clock in for your shift. Federal law protects your ability to practice your faith, and that includes in the workplace. This protection often requires employers to make reasonable accommodations for their employees' religious beliefs and practices.

Understanding your rights and knowing how to request these accommodations is crucial for ensuring you can maintain your religious observances without jeopardizing your job. Barrett & Farahany will walk

you through the process, explain what to do if you face challenges, and highlight why fostering a religiously diverse workplace benefits everyone.



Understanding Your Right to Religious Accommodation

The right to religious accommodation in the workplace is primarily protected under Title VII of the Civil Rights Act of 1964. This federal law requires employers to reasonably accommodate an employee's sincerely held religious beliefs or practices, unless doing so would cause an "undue hardship" on the employer's business operations.

What does "undue hardship" mean? Following the Supreme Court's decision in *Groff v. DeJoy*, the bar for an employer to deny a request is higher. An employer must now show that granting the accommodation would result in "substantial increased costs" or significant difficulty in relation to the conduct of their business. This means minor inconveniences or minimal costs are generally not enough to justify a denial.

Respecting religious diversity is not just a legal requirement; it's a cornerstone of an inclusive and productive work environment. When employees feel respected and supported, morale improves, and the entire organization thrives.

When Your Request is Challenged

Even with a clear process, you might encounter resistance. It's important to know your rights and what to do if your request is denied.

Your employer must provide a reasonable accommodation unless they can prove it creates an undue hardship. Remember, this is a high standard. If your employer denies your request, they should provide a clear reason why it constitutes a substantial cost or disruption.

If you believe your request was unreasonably denied, or if you face retaliation (like being demoted, disciplined, or fired) for making the request, you have legal options. You can file a complaint with the Equal Employment Opportunity Commission (EEOC) with the help of the attorneys at Barrett & Farahany...

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Meet the Team at Barrett & Farahany

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