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AMANDA FARAHANY IS A WORLD-CLASS LAWYER AND LEADER.  
IF YOU NEED AN EMPLOYMENT ATTORNEY, THIS SHOULD BE  
YOUR FIRST CALL.” - B.K.

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## DENIED A RELIGIOUS ACCOMMODATION? HERE ARE YOUR LEGAL OPTIONS

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Choosing between your livelihood and your faith is a decision no employee should have to make. Yet, many workers find themselves in the difficult position of having a request for religious accommodation rejected by their employer.

Federal and state laws protect your right to practice your religion without sacrificing your career. However, navigating the legal landscape after a denial can be confusing and intimidating. Understanding the obligations of your employer and the specific steps you must take following a denial is crucial to protecting your rights.

If you have had a reasonable accommodation denied, it does not necessarily mean the conversation is over. You have specific legal pathways to challenge the decision and ensure your religious freedom is respected in the workplace. The workplace discrimination attorneys at Barrett and Farahany can help you determine if your challenge is strong.



## **Understanding Reasonable Accommodations**

At its core, a religious reasonable accommodation is a modification or adjustment to a job, the work environment, or the way work is usually done that enables an employee to practice their religion.

Under Title VII of the Civil Rights Act of 1964, employers are prohibited from discriminating against individuals because of their religion. This includes a requirement to reasonably accommodate an employee's religious beliefs or practices, unless doing so would cause an "undue hardship" on the business. Under current federal law, an employer must show that granting the accommodation would impose a substantial increased cost or burden in relation to the operation of its business.

These accommodations are designed to bridge the gap between workplace rules and an employee's sincerely held religious beliefs...

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