



Accommodating Religious Beliefs and Practices

December 9, 2020



Vensure Employer Services and our PEO Partners



Agenda

- 1 Definition Of Religion
- 2 Religious Discrimination
- 3 Reasonable Accommodation
- 4 Examples of Reasonable Accommodations
- 5 How to Prevent Religious Discrimination Claims
- 6 How To Defend Religious Discrimination Claims
- 7 Q&A

Instructions for Submitting Questions with GoToWebinar



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› We will try to answer all the questions within the allotted time; however, if you did not get your question answered or if you come up with a question after the webinar ended, please contact webinarHRhelp@Vensure.com

Our Panelist



Robin Paggi
Training and Development Specialist

1

Definition of Religion

Definition of Religion

Title VII

Nature Of Ideas In Question

Comprehensiveness

Formal Or External Signs

2

Religious Discrimination

Religious Discrimination

- › Unequal Treatment
- › Making Employment Decisions
- › Harassment
- › Segregation
- › Failing to Reasonably Accommodate



3

Reasonable Accommodation



Reasonable Accommodation

- › Employer Has Affirmative Duty
- › Undue Hardship
- › Eliminates Conflict
- › All Aspects Of Religious Belief, Observance and Practice
- › Only “Sincerely Held”

4

Examples Of Reasonable Accommodations

Examples of Reasonable Accommodations

- › Scheduling Changes
- › Shift Swaps
- › Changing Job Tasks
- › Using The Workplace For Religious Observance
- › Exceptions To Dress and Grooming Standards
- › Employee Must Notify Employer Of Need



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How To Prevent Religious Discrimination Claims

How To Prevent Religious Discrimination Claims



Policy



Train Supervisors



Train HR Professionals



Tell Employees To Report



Investigate All Claims



Take Immediate Remedial Action

6

How To Defend Religious Discrimination Claims

How To Defend Religious Discrimination Claims

Two-Part Burden-Shifting Testing

First Part: Prima Facie Case

- Religious Belief/Practice That Conflicted With Work Duty; AND
- Employee Informed Employer Of Belief and Conflict; AND
- Belief Conflicted With An Employment Requirement; OR
- Employer Took Adverse Action Against Employee

How To Defend Religious Discrimination Claims

Two-Part Burden-Shifting Testing

Second Part: Burden Shifts To Employer To Show:

- One or More Elements of Employee's Prima Facie Case Isn't True; OR
- Employer Offered Reasonable Accommodation; OR
- Employer Could Not Accommodate Without Undue Hardship

Q&A

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**Thank You for
Your Time**

