

National Guides



Littler on Religion in the Workplace

Scope of Discussion. The primary source of federal religion in the workplace regulation—Title VII of the Civil Rights Act of 1964 (Title VII)—establishes standards for managing religious considerations in the workplace for covered employees. This publication includes an overview of Title VII and its requirements, including identifying discrimination and harassment claims and related employer obligations to prevent the same, outlining an employer’s obligation to provide employees and applicants with reasonable accommodations for religious purposes, and identifying when requests constitute an undue hardship on the employer’s business. The last section offers strategies to minimize the risk of religious discrimination, harassment, and accommodation claims, including guidance on how to consider and manage requests for religious accommodations.

The focus of this publication is federal law. While some state law distinctions may be included, the coverage is not comprehensive.

1. OVERVIEW OF LAWS GOVERNING RELIGION IN THE WORKPLACE

- 1.1 [Introduction](#)
- 1.2 [Statutory Protections for Religious Rights](#)
- 1.3 [Employer’s Duty to Accommodate Religious Beliefs & Practices](#)
- 1.4 [Religious Discrimination Claims Based on Hiring, Discipline, Promotion & Discharge](#)
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2. SPECIAL TOPICS RELATED TO RELIGION IN THE WORKPLACE

- 2.1 [Constructive Discharge](#)
- 2.2 [Religious Meetings in the Workplace](#)
- 2.3 [Conflict Between Employer’s Religion & Employees’ Religious Beliefs](#)
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- 2.5 [LGBTQ Community & Religious Discrimination](#)

3. PRACTICAL GUIDELINES FOR EMPLOYERS

- 3.1 [General Preventive Measures](#)
- 3.2 [Adopting a Religion in the Workplace Policy](#)
- 3.3 [Sample Religion in the Workplace Policy](#)
- 3.4 [Developing & Implementing Religious Accommodation Procedures](#)
- 3.5 [Sample Religious Accommodation Policy](#)
- 3.6 [Hiring Recommendations Post-Abercrombie](#)