

# RELIGIOUS DISCRIMINATION AT WORK

The Department of Commerce seeks to prevent and remedy employment discrimination based on religion.

## RELIGIOUS ACCOMMODATIONS

Title VII of the Civil Rights Act of 1964 requires covered employers to reasonably accommodate an employee's religious beliefs or practices, unless doing so would cause an undue hardship.

### ACCOMMODATIONS CAN INCLUDE:

- Schedule changes and leave for religious observances.
- Exceptions to workplace dress or grooming policies or practices because an employee has religious reasons. For example, wearing a head covering, or observing a religious prohibition against wearing certain garments, or adhering to shaving or hair length observances.

## DISPARATE TREATMENT

Title VII prohibits discrimination when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment.

## SEGREGATION

Title VII also prohibits workplace or job segregation based on religion (including religious dress and grooming). For example, an employer may not assign an employee to a non-customer contact position because of actual or assumed customer preference regarding that employee's religious beliefs.

## HARASSMENT

Title VII prohibits workplace harassment based on religion, which may occur when an employee is subjected to unwelcome remarks or conduct based on their religion or when an employee is required or coerced to abandon, alter, or adopt a religious practice as a condition of employment.

Harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (for example, the employer fires or demotes the target of harassment).

## RETALIATION

Title VII prohibits retaliation by an employer because an individual has engaged in protected activity under the statute, which includes requesting religious accommodation.

# HATE HAS NO HOME HERE.

If you suspect discrimination, contact the Office of Civil Rights or your Agency's EEO Office promptly because there are strict time limits for filing a complaint. For more information, see <https://www.commerce.gov/cr/about-us/ocr-staff/bureau-eeo-officers> or use the QR code.

