

## Workplace Religious Accommodations: Practical Guidance for Employers

### Clear Law Institute Webinar

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#### Speakers:

Stephen Fox and Jonathan Clark

#### About:

In this practical webinar, you will learn best practices for reducing employers' risk of liability from claims of religious discrimination based on a failure to accommodate in different employer/employee interactions. You will learn from recent and important court decisions that provide insight into what constitutes protectable religious practice in the workplace, as well as when and how employers should work to accommodate an employee's religious belief or practice. You will also receive the most relevant guidance issued by the EEOC, regarding workplace religious accommodation.

You will discuss the recent increase in workplace religious-discrimination claims, as well as the heightened emphasis being placed upon individual religious freedom of expression under the Trump Administration—and how this may impact employers moving forward.

Upon successful completion of this course, you will be able to:

- Understand the legal tests and theories for identifying when an individual/employee's belief or practice may be considered "religious"; and therefore legally-protectable
- Develop an awareness of the pitfalls in employer/employee interactions that can heighten the risk for litigation based on religious discrimination
- Craft more effective strategies for reducing liability based on religious-discrimination claims
- Better understand strategies for reasonably accommodating employee religious beliefs or practices based on the most current caselaw and EEOC guidance.

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