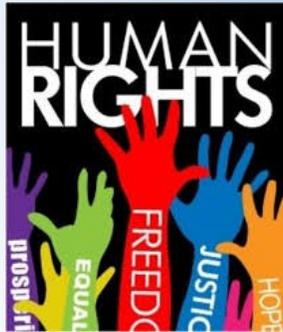


## What is Undue Hardship discrimination

Undue Hardship is when the accommodation is more than the minimum cost. Relevant factors include but are not limited to:

Cost of accommodation in relation size of the business, how much cost or disruption is involved, and if you do for one individual you do for all individual's



argument.

Sincerely held belief has

factors to consider:

has the

employee behaved in a manner inconsistent with the professed belief? Is the accommodation sought like to be sought for secular reasons? Does the timing for the request render it suspect? Is there other reasons why the employer believes it is not for the religious reasons?



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## Religious Discrimination in the Workplace



LFUC-HRC

## What is religious discrimination

- ◆ Title VII's definition of Religion includes all aspects of religious observance, practices, and beliefs. The lack of a religious belief or refusal to adopt a religious observance or practice is also protected.
- ◆ Not only traditional, established, organized religions, but also relies on beliefs that are potentially uncommon nor



part of a formal church or sect, only practiced by a small number of people, or even 1 individual. A belief or practice can be religious even if most other people would find it unreasonable.

- ◆ Traditional external manifestations such as ceremonies, rituals, or clergy are not required for a belief to be religious. Religion also includes non-theistic 'moral' or 'ethical' beliefs as to what is right and wrong which are sincerely held with the

## Does this mean that any belief is religious?



Personal preference religious beliefs are protected under Title VII. Social, political, or economic philosophies are not protected. A determination is merely made on a case by case basis.

Disparate Treatment is the idea of purposely recruiting only certain individuals from a particular religion. Some refuse to hire individuals of particular religions. Some cases employees are fired because of his or her religious belief.

Disparate Treatment is Overt discipline because of an employees beliefs or non beliefs, imposing stricter requirements on an employee. Discrimination in any terms, conditions or privileges.

Religious exemptions are limited to hiring and firing based on religion. You cannot discriminated based on religion.

### Steps to Follow:

- ◆ Employee must make employer aware of any conflict of religion if necessary.
- ◆ Employee can be required to explain an issue.
- ◆ There has to be enough information and communication to make employer or employee aware of a conflict that exist. That conflict from the employer however cannot be discriminatory based on religion.
- ◆ Both Parties are responsible for participation in the interactive process of the work-force.
- ◆ Employer is only required to grant accommodation if it does no pose undue hardships on the conduct of business.