

Religious Discrimination

It's Even More Complicated Than You Thought



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Religion in the United States

- 70% of people in U.S. consider themselves “very” or “moderately” religious.

- Source: Gallup, 2014

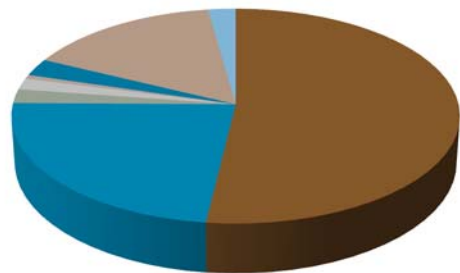
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Religiously Diverse Workforce

Source: Gallup. Jan. 2 – Nov. 30, 2012.

Religious Affiliation



- Protestant/Other Christian (51.9%)
- Catholic (23.3%)
- Mormon (2.1%)
- Judaism (1.7%)
- Muslim (0.6%)
- Other Non-Christian 2.6%
- "None" (15.6%)
- No Response (2.2%)

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Some Workplace Perceptions

- 50% of non-Christians surveyed believe that their employers ignore their “religious needs.”
- 60% of Evangelical Protestants believe discrimination against Christians has become as “big a problem” as discrimination against religious minorities.
- Source: *Tanenbaum Center for Interreligious Understanding*, 2013 as reported in *HR Magazine*, Dec. 2013.

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EEOC Religious Discrimination Claims

- Charges Doubled in 18 years:
 - 3,549 in FY 2014 (4% of all charges)
 - 1,709 in FY 1997 (2.1% of all charges)
- Since FY 2010, Commission has recovered \$4,000,000 + injunctive relief
- In FY 2014, EEOC filed 10 religious bias lawsuits; 10% of all the Title VII suits

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[Discrimination Issues: Recent Developments; Religious Discrimination; plus Emerging LGBT Issues](#)

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