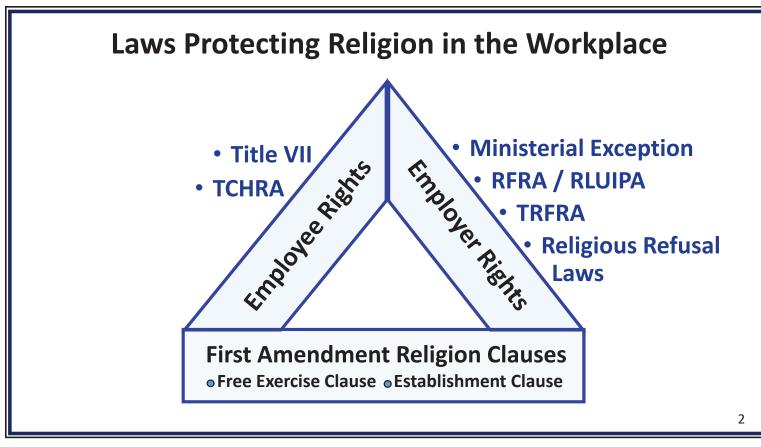
UT LAW	CLE	The University of Texas School of Law
	Religi	ous Freedom in the Workplace
	Balar	ncing Employee and Employer Rights and Duties
		University of Texas School of Law 26 th Annual Labor and Employment Law Conference May 9-10, 2019
		B. Lee Crawford Jr. City of Austin Law Department
EEOC Charges – Religious Discrimination 1998-2018		
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I. Constitutional Foundations of Religious Protection The Free Exercise Clause – Key Supreme Court Cases Sherbert v. Verner (1963) [p.2] A law that burdens an individual's religion must (1) further a compelling state interest, (2) in the least restrictive manner possible Employment Div. v. Smith (1990) [p.3] Free Exercise Clause creates no right to exemption from "neutral and generally applicable" laws Church of the Lukumi Babalu v. City of Hialeah (1993) [p.4] Local ordinances that applied only to a specific religious practice – not "generally applicable"

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