



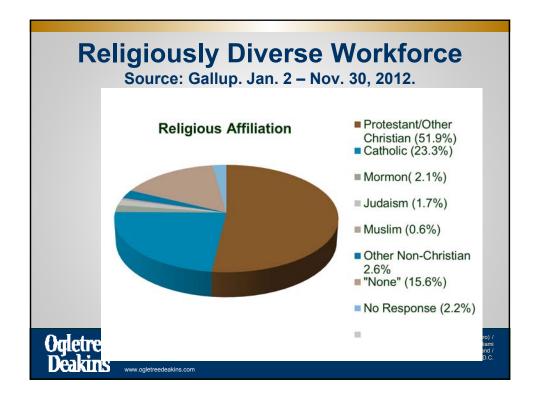
Religion in the United States

■ 70% of people in U.S. consider themselves "very" or "moderately" religious.

• Source: Gallup, 2014



Atlanta / Austin / Berlin / Birmingham / Boston / Charleston / Charleston / Chicago / Cleveland / Columbia / Dallas / Denver / Detroit Metro Greenville / Houston / Indianapolis / Jackson / Kansas City / Las Vegas / London / Los Angeles / Memphis / Mexico City / Mami Minneapolis / Momstown / Nashville / New Orleans / New York City / Orange County / Philadelphia / Phoenix / Pittsburgh / Portland / Raleigh Richmond / San Antonio / San Diego / San Francisco / St. Louis / St. Thomas / Stamford / Tampa / Torrance / Tucson / Washington, D.C.



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.



Atlanta / Austin / Berlin / Birmingham / Boston / Charleston / Charlotte / Chicago / Cleveland / Columbia / Dallas / Denver / Detroit (Metro) / Greenville / Houston / Indianapojis / Jaskoo / Kansas City / Las Vegas / London / Los Angeles / Memphis / Mexico City / Miami Milwaukee / Minneapolis / Morristown / Nashville / New Orleans / New York City / Orange County / Philadelphia / Phoenix / Pittsburgh / Portland / Raleigh / Richmond / San Antonio / San Diego / San Francisco / St. Louis / St. Thomas / Stamford / Tampa / Torrance / Tucson / Washington, D.C. www.ogletreedeakins.com

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



Atlanta / Austin / Berlin / Berlin | Boston / Charleston / Charlotte / Chicago / Cleveland / Columbia / Dallas / Deriver / Detrott (Metro) /
Greenville / Houston / Indianapolis / Jackson / Kansas City / Las Vegas / London / Los Angeles / Menis / Meris / Menis /





Find the full text of this and thousands of other resources from leading experts in dozens of legal practice areas in the <u>UT Law CLE eLibrary (utcle.org/elibrary)</u>

Title search: Religious Discrimination: It's Even More Complicated than You Thought

Also available as part of the eCourse

<u>Discrimination Issues: Recent Developments; Religious Discrimination; plus Emerging LGBT Issues</u>

First appeared as part of the conference materials for the 22^{nd} Annual Labor and Employment Law Conference session "Religious Discrimination: It's Even More Complicated than You Thought"