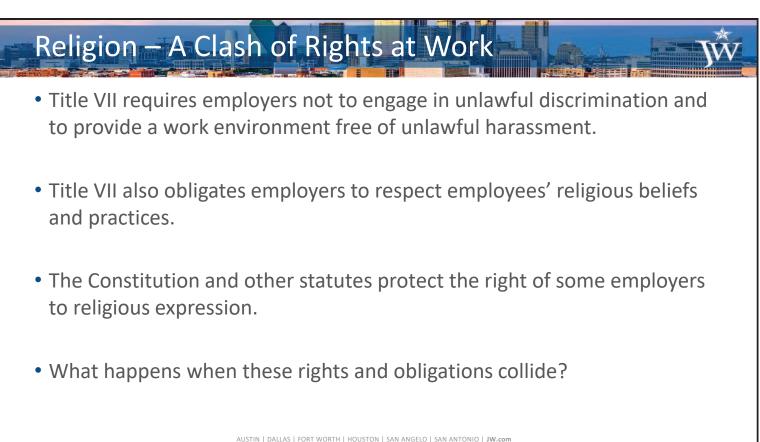


## **Historical Context**

• Religion has a unique protected status under the law.

 <u>Congress shall make no law respecting an establishment of religion, or</u> <u>prohibiting the free exercise thereof</u>; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances. (U.S. Const. amend. I)

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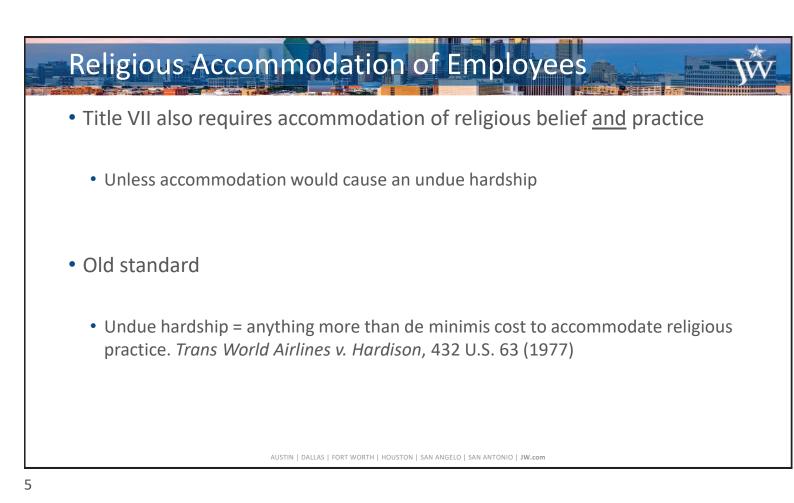
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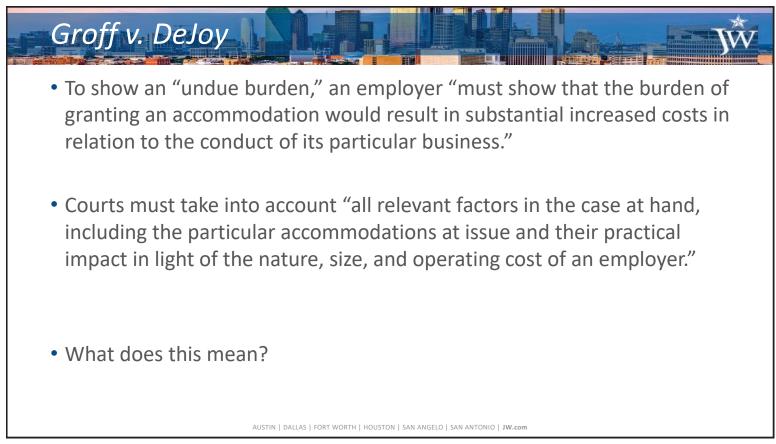
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## **Religious Discrimination**

- Title VII prohibits taking adverse employment actions because of an employee's religious beliefs or practices (includes disparate treatment & hostile work environment)
- Ex: Peterson v. Wilmur Commc'ns, Inc., 205 F. Supp. 2d 1014 (E.D. Wis. 2002)
  - Plaintiff demoted after appearing in local newspaper discussing his belief in "Creativity"—a purported religion based on principles of white supremacy
  - Plaintiff was a supervisor, who managed non-white employees—employer felt that Plaintiff was not qualified to supervise based on racist views
  - Court grants *Plaintiff's* motion for summary judgment.

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## Title search: Groff v. DeJoy: A Year Later and Other Emerging Issues in Religious Accommodation

Also available as part of the eCourse 2024 Labor and Employment Law eConference

First appeared as part of the conference materials for the 31<sup>st</sup> Annual Labor and Employment Law Conference session "*Groff v. DeJoy:* A Year Later and Other Emerging Issues in Religious Accommodation"