

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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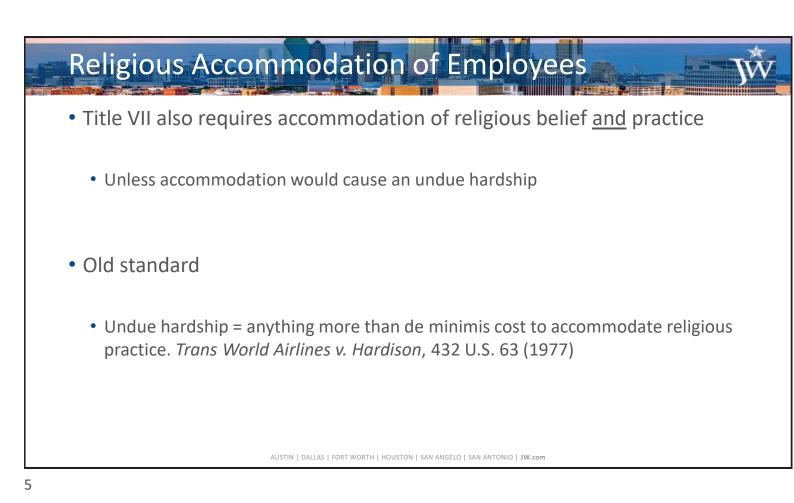
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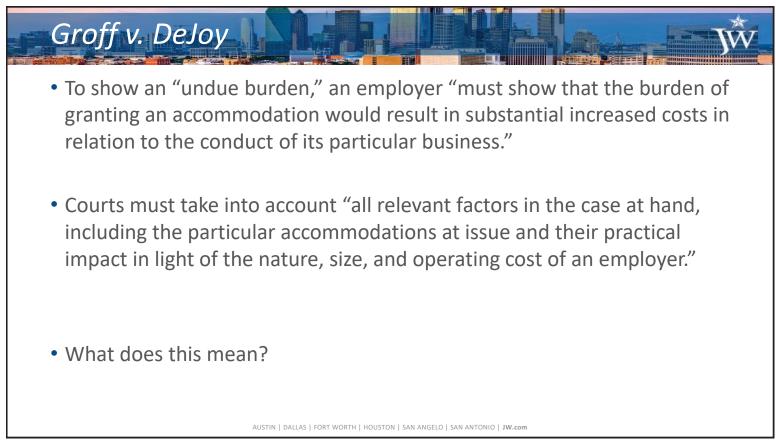
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Religious Discrimination

- 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 <u>Groff v. DeJoy: A Year Later and Other Emerging Issues in Religious</u> <u>Accommodations</u>

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