



Religious Accommodation at Work: Additional Resources

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Statutes:

Federal Title VII (Civil Rights Act of 1964 § 7, 42 U.S.C. § 2000e et seq)

California's Fair Employment and Housing Act (FEHA, Ca. Gov. Code §§ 12900-12996)

Case Law:

Groff v. DeJoy, 600 U.S. 447 (2023)

E.E.O.C. v. Abercrombie & Fitch Stores, Inc., 575 U.S. 768 (2015)

TWA v. Hardison, 432 U.S. 63 (1977)

Helpful Links Related to COVID-19:

Federal/EEOC: What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and other EEO Laws: <https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws>

State/CRD: Guidance for California Businesses Regarding COVID-19 Safety Measures and Reasonable Accommodation:
https://www.google.com/url?client=internal-element-cse&cx=001779225245372747843:baq94yxn95w&q=https://calcivilrights.ca.gov/wp-content/uploads/sites/32/2023/03/Guidance-for-Businesses-on-COVID-19-FAQ_ENG.pdf&sa=U&ved=2ahUKEwiawt-685WJAxUOHUQIHW2mGagQFnoECAgQAg&usg=AOvVaw1SNYrWUwcJXvoUF8ncFnVW