

Sponsored by Lorman Education Services

Register for Teleconference only

Register for Teleconference and Archived CD

Religious Accommodations in the Workplace

January 22, 2009

Time: 1:00 pm ET (12:00 pm CT, 11:00 am MT, 10:00 am PT)

Live Teleconference - \$199

Live Teleconference & Archived CD Package - \$248

Length: 1 hour 30 minutes

Benefits

To avoid lawsuits, contain costs and keep good employee morale, U.S. companies must effectively meet their legal duty to properly accommodate religion in the workplace. This is particularly true because of the rapid growth of religious cultures in the U.S. and the increasing awareness of religious workplace accommodation rights by employees. This teleconference is designed not only to update employers about legal developments in religious workplace accommodation, but to also provide practical strategies to deal with the thorny conflicts that arise when an employee seeks religious accommodation. Mr. Stewart, the presenter, has dealt with religious discrimination and accommodation issues for more than 24 years and has a wealth of experience. He will provide detailed written materials to accompany the teleconference.

Agenda

- I. Sources of the Duty to Accommodate Religious Needs in the Workplace**
 - A. Title VII
 - B. Other Federal Law
- II. What Is Religion and What Is Protected?**
 - A. Practice, Belief and Observance - Broad Scope
 - B. Sincerity of Religious Belief
- III. Accommodation of Religious Needs in the Workplace to Avoid Lawsuits**
 - A. Reasonable Accommodation Requirement
 1. Title VII and EEOC Guidelines
 - B. Constitutional Challenges to Legality of Duty to Accommodate
 - C. Types of Religious Needs and Conflict That Need to Be Accommodated
 1. Religious Observance and Scheduling
 2. Religious Dress
 3. Religious Symbols
 4. Religious Speech
 - a. Worktime
 - b. Nonworktime
 - c. Proselytizing
 5. Other

- D. Reasonable Accommodation and the Defense of Undue Hardship
 - 1. General
 - 2. Cost and the Duty to Accommodate
- E. Seniority Systems and the Duty to Accommodate
- F. Other Issues Affecting the Duty to Accommodate
- G. Conflicting Laws and the Duty to Accommodate
- H. Reasonable Accommodation - Balancing Competing Interests
- I. Employer's Duty to Propose a Reasonable Accommodation
- J. Consideration of Alternative Means of Accommodation
- K. Employee's Cooperation Role in Religious Accommodation
- L. Employee's Duty to Give Employer Notice of Conflict
- M. No Employer Duty to Inform Employee Regarding Consequences of Rejecting Reasonable Accommodation
- N. Temporary Accommodation
- O. Long-Term Conflict Accommodation
- P. Accommodation of Federal Employees' Religious Beliefs
- Q. Other Defenses

IV. Practical Tips to Avoid Employee Lawsuits Regarding Religious Accommodation in the Workplace

Who Should Attend

Human resource managers, personnel managers, supervisors, business owners and managers, team leaders, CEOs, presidents, vice presidents, accountants and attorneys

Faculty

James W Stewart, Ballard Spahr Andrews & Ingersoll, LLP

James W. Stewart is an attorney and of counsel in the national law firm of Ballard Spahr Andrews & Ingersoll, LLP. He has been a labor and employment attorney for 24 years. Mr. Stewart has worked for the U.S. Senate Judiciary Committee. Mr. Stewart is a founding member for the First American Inn of Court in the United States. He was listed by his peers as among Utah Business Magazine's Labor and Employment Legal Elite. Mr. Stewart has served as the government relations representative in Utah for the Society of Human Resources Management. He represents national, regional and state employers. Mr. Stewart advises employers in virtually all areas of employment and labor law, and also defends employers in litigation from employment and labor lawsuits at trial and on appeal. He has been the director of employment law continuing education programs for the Utah State Bar. Mr. Stewart frequently lectures and conducts regional and national employment training seminars for companies, personnel managers, supervisors, management and attorneys. He has written numerous employment law publications, including articles on religion accommodation in the workplace. He is a member of the Utah State Bar, the American and Federal Bar Associations, and the American Inns of Court. Mr. Stewart has been a board member and president of Utah Lawyers for the Arts. He received his B.A. degree, magna cum laude, and his M.B.A. and J.D. degrees from Brigham Young University. He served as a judicial clerk to the Hon. Stephanie Seymour of the U.S. Court of Appeals for the 10th Circuit. Mr. Stewart may be contacted at 800-517-6876 or stewartj@ballardspahr.com.

Register for Teleconference only

Register for Teleconference and Archived CD

Sponsored by Lorman Education Services