

Religious Discrimination

The firm represents employees who have been discriminated against on the basis of religion in violation of Title VII of the Civil Rights Act of 1964 and Kentucky Commonwealth law, as well as under the laws of other states. We have represented employees and applicants for employment who have been discriminated against because of their race with regard to hiring, termination, promotion, compensation, job training, and other terms, conditions or privileges of employment. The firm is also committed to representing employees who are subjected to religious harassment—a form of religious discrimination.

The law prohibits employers from treating employees or applicants for employment less, or more, favorably because of their religious beliefs and practices. Moreover, employers cannot require employees to participate or not participate in religious practices as a condition of employment. Generally, an employer is required to reasonably accommodate the employees' sincerely held religious beliefs or practices, provided that the employer does not suffer an undue hardship on the employer's legitimate business interests.

We have represented individuals who, because of their religions, were discriminated against at work or subjected to a hostile work environment as a result of their religion. We vigorously litigate claims in which an employer attempts to retaliate against an individual for exercising their rights under the anti-discrimination laws. Indeed, it is unlawful to retaliate against an individual for opposing employment practices that the individual in good faith believes are discriminatory on the basis of religion. In addition, an employer may not retaliate against an individual for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation involving religious discrimination.

“This is an advertisement.”