



## Phoenix Business Journal: What Employers Need To Know About Religious Accommodations

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Shayna Balch was a guest blogger for the *Phoenix Business Journal*.

Navigating religion in the workplace has become increasingly difficult for employers and employees, Shayna wrote.

EEOC religion-based charges of discrimination have increased approximately 41 percent since 1997, and payouts have increased more than 150 percent. Employees want their religious freedoms and employers want to avoid losing business and discrimination cases that will lead to costly litigation and settlements, she explained.

Shayna offered several tips on how to respect one's religious beliefs without wreaking havoc on your business.

[Read her tips.](#)

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