

Religious Garb And Grooming Practices In The Workplace: FAQs By The EEOC

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An article entitled “Religious Garb and Grooming Practices in the Workplace: FAQs by the EEOC,” by Partner Jeff Weintraub and Paralegal Jennifer Riley was published in *HR Professionals* magazine.

The number of religious-discrimination charges filed with the Equal Employment Opportunity Commission (EEOC) continues to rise, with over 3,700 being filed in 2013 – more than twice the number filed 15 years ago, they wrote.

The EEOC recently issued guidance on religious garb and grooming practices in the workplace, stating, “In most instances, employers are required by federal law to make exceptions to their usual rules.” Issued on March 6, 2014, the new guidance answers questions about legal responsibilities of employers under federal employment-discrimination law as it pertains to the religious dress and grooming of employees; an accompanying fact sheet provides basic information about how federal law applies to religious dress and grooming practices, Jeff and Jennifer explained.

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