

## ACCOMMODATING EMPLOYEES' RELIGIOUS BELIEFS: WHAT DOES THE LAW REQUIRE?

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Partner Janet Hendrick's article, "*Accommodating Employees' Religious Beliefs: What Does the Law Require?*" was featured in the December Issue of the *Houston Medical Journal*.

Much like the Americans with Disabilities Act, the federal statute that requires employees to grant accommodations for an employee to enable them to perform their essential job functions, Title VII requires that an employer reasonably accommodates an employee's religious beliefs and practices.

Janet explains that "Religious accommodations generally can be grouped into three primary categories; Schedule accommodations to allow employees to observe religious holidays; accommodations to dress codes and grooming standards to accommodate religious requirements; accommodations to job tasks."

To read the full article, please visit [\*Houston Medical Journal\*](#).