

Insights, News & Events

COLUMBIA PARTNER DISCUSSES OFCCP'S SCALING BACK OF RELIGIOUS EXEMPTIONS

News

Mar 7, 2023

In an interview with *SHRM*, **Sheila Willis** shares her insight on the Office of Federal Contract Compliance Programs' (OFCCP) rescinded 2020 rule expansion of a religious exemption to equal opportunity requirements, which will return the exemption to its prior scope and take effect on March 31, 2023.

Sheila explains that covered entities had not been previously explicitly defined prior to the 2020 rule and that the 2020 rule departed from the jurisprudence under Title VII of the Civil Rights Act of 1964, which the OFCCP had used as guideposts for enforcement and interpretation.

To read the article visit [SHRM](#) (subscription required).

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