



## **Fisher Phillips Breakfast Briefing In Portland, OR**

Event

10.16.14

Join us every third Thursday for breakfast and a discussion on hot HR topics. This complimentary event is a great opportunity to network and talk with other HR professionals and our lawyers in an informal and collaborative setting to get the information you need to stay in the know.

### **It's Not That Old-Time Religion in the Workplace**

Most employers know that discriminating against an employee on the basis of his or her religion is unlawful discrimination. However, many employers are not aware of the expanded definition of religion and that people who adhere to these lesser-known beliefs must receive the same protection from discrimination. Employers have a legal duty to accommodate the “sincerely held” religious beliefs of their employees (unless the requested accommodation imposes an undue burden).

So, whether your employee attends a Christian church, a Jewish synagogue, a Muslim mosque or practices Wicca, you cannot discriminate on the basis of their beliefs. Some employers have accommodated employees with disabilities, but they are not always as familiar with the laws protecting religious beliefs.

Join the attorneys from Fisher Phillips at our next Breakfast Briefing to learn more about what is required of an employer in relation to a requested religious accommodation (including an overview of the EEOC's newly released guidance). Learn how to comply with the law to help prevent claims of religious discrimination, harassment, and retaliation.

Please RSVP no later than October 10.

#### **Date:**

October 16, 2014

#### **Location and time:**

U.S. Bancorp Tower  
111 SW Fifth Avenue  
Suite 4040  
Portland, OR 97204

7:45 a.m. – 8:00 a.m.

*Breakfast and Networking*

8:00 a.m. – 9:00 a.m.

*Presentation*

9:00 a.m. – 9:15 a.m.

*Questions and Answers*

There is no cost to attend this briefing. Space is limited – attendance will be awarded on a first-come, first-served basis.

*This program has been submitted to the HR Certification Institute for review*