



## Cut Your Risk of a Religious Bias Charge

News

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Regina Petty, a partner in the San Diego office, offers tips for employers on how to "Cut Your Risk of a Religious Bias Charge" in *BLR HR and Employment Law News*. Employers can reduce the risk of being accused of refusing to accommodate a sincerely held religious belief that affects an employee at work. One of the most important tips is to provide specific instructions in the company handbook for employees to use when asking for an accommodation. Regina also stresses the importance of training managers on how to handle requests for religious accommodation, including using an interactive process and considering alternatives to the particular accommodation requested if it would pose an undue hardship.

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