



## News

### Tom Luetkemeyer Comments in Bloomberg Law About the Challenge of Employee Religious Accommodation Requests and Discrimination Claims

December 18, 2023

Tom Luetkemeyer was recently quoted in *Bloomberg Law* discussing employers' ongoing challenges in addressing religious discrimination cases and religious accommodation requests.

Many workers have challenged company policies on religious grounds, including employer diversity programs, anti-bias training, pronoun policies, and COVID-19 vaccine mandates. Some employees also seek religious accommodation under Title VII of the Civil Rights Act.

Luetkemeyer noted that "[r]eligious beliefs are very personal and individualized in character. Employers must establish an objective fact that it's not a sincerely held belief."

He added that determining whether a worker's religious belief, observance, or practice is insincere or not religious in nature is "a very difficult thing for an employer to accomplish."

[Read the full article.](#)

"Employer Skepticism Mounts as Line Blurs Between Faith, Politics" was published by *Bloomberg Law* on November 22, 2023.

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