Employment Practices

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Employment Practices; religious discrimination

AB 1180 (Hayden); 1985 STAT. Ch 1151
Support: State and Community Services Agency

Under existing law an employer\(^1\) may not discriminate in employ-
ment because of the religious creed of any person.\(^2\) Chapter 1151 pro-
hibits discrimination in employment caused by a conflict between an
employment requirement and a person's religious observances,\(^3\) unless
the employer has explored any reasonable means of accommodating
the religious observance, but is unable to accommodate the employee
without causing undue hardship on the business.\(^4\)

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1. Employer means any person regularly employing five or more persons, or any person
acting as an agent of an employer, or the state, or any political or civil subdivision. CAL.
GOV'T. CODE §12926(c).
2. Id. §12940(a). An employer may not discriminate on the basis of race, religious creed,
color, national origin, ancestry, physical handicap, medical condition, marital status, or sex,
unless based upon a bona fide occupational qualification, or applicable security regulation. Id.
3. Religious observance includes all aspects of religious belief and practice. Id. §12926(i).
4. Id. §12940(k).
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