

Employment laws for business: religious discrimination

[Business](#), [Human Resources](#)



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Question 1

Given that she is engaged in a religious group that prohibits her from wearing pants, her employer has the legal obligation to dismiss her of doing otherwise and/or any business procedure that provokes her to desecrate her religious practices, thus duty. While LaTonya may be well-founded for claiming religious discrimination against her disposition, the grounds for inducing her to alter her practice is more reasonable regardless of whether the company tried to accommodate religious freedom or not. The company is in the food processing sector; therefore being sanitary is the only option. Yielding to her request may be destructive to the welfare or reputation of the company. Being precautionary is always the most responsible action. Moreover, the company exerted the effort to meet her halfway just to avoid further conflict. Of course, the company may still be open to changing its uniform policy without compromising sanitation. However, based on the situation, the court may not be disposed to incline to her favor.