

# Analysis of religious accommodation

Law



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The defendant had flouted the civil rights of the employees enshrined in the Civil Rights Act of 1991. The defendant had flouted the Civil Rights Act of 1991 which prohibits employers from discriminating their employees. The company resolved this by setting up a prayer special room at the plant (Robert & John 103).

## Q2: The Contrast

Tyson Foods also had a conflict that arose when they attempted to replace Labor Day with Eid al-Fitr. The non-Muslim employees complained about this move. The company addressed the issue by allowing all their employees (Muslim and Non-Muslim) eight paid holidays (Robert & John 103). The holidays included; Memorial day, Martin Luther King Day, New Years Day, Christmas Day, Thanksgiving Day and a personal holiday. Subject to the approval of their supervisors, the employees had the option of spending their personal holidays either for their birthday or Eid al-Fitr. The company thus incurred more operational expenses by increasing the number of paid holidays to eight. Comparing the solutions adopted by the two companies, unlike Tyson foods, JBS-SWIFT's solution will yield the company the greatest positive yield because it will not incur an additional operational cost (Robert & John 103).