



**EMPLOYMENT  
LAW ALLIANCE®**  
*Helping Employers Worldwide®*

**You Are Invited to a Free 60-minute Webinar**

## **Religious Workplace Accommodations: The U.S. Supreme Court's Decision in Abercrombie & Fitch**

**Tuesday, June 30, 2015**

**Local Starting Times:**

**3:00 - 4:00 p.m. U.S. EDT**

**2:00 - 3:00 p.m. U.S. CDT**

**1:00 - 2:00 p.m. U.S. MDT**

**12:00 - 1:00 p.m. U.S. PDT**

**9:00 - 10:00 a.m. HAST**

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The Supreme Court's recent ruling in *EEOC v. Abercrombie & Fitch* puts employers on notice that they may be held liable for rejecting prospective employees (or not accommodating the needs of current employees) based on their apparent religious practices when those practices appear to be open and obvious, even if the applicant (or employee) never mentions religion or asks for an accommodation. This webinar will review the Court's ruling, discuss an employer's legal obligation to accommodate a religious practice, and offer practical guidance on meeting this obligation. Speakers from across the U.S. will use real-world scenarios so that attendees can fully understand how to comply with the Court's ruling. Among other things, this webinar will address:

- The future of dress codes and "look" policies
- Practical considerations when determining whether to accommodate religious dress, symbols, holidays and Sabbath
- How to educate management on what to say and do when an issue arises

## Who Should Attend?

The webinar is an invitation-only event exclusively for clients of ELA member law firms. The information presented will be of particular interest to:

- In-house Counsel
- Human Resources Professionals
- Corporate Executives and Business Owners

## Speakers

- **Stephen J. Hirschfeld, Moderator**, Hirschfeld Kraemer, San Francisco, CA
- **Adam W. Childers**, Crowe & Dunlevy, Oklahoma City, OK
- **Mary E. Funk**, Nyemaster Goode, Des Moines, IA
- **Michael A. Gamboli**, Partridge Snow & Hahn, Providence, RI
- **Sarah P. Reiner**, GrayRobinson, Orlando, FL

## Register

Click [here](#) to register, and then click the “register” link to the right of the title. Please be sure to confirm the corresponding start time in your local time zone.

## About the Employment Law Alliance

The [Employment Law Alliance](#) is the most comprehensive network of labor and employment attorneys in the world. Our members provide employment, labor, and immigration expertise in more than 135 countries around the globe and all 50 U.S. states. They work closely together to ensure that their clients’ legal matters are handled seamlessly wherever they do business. We provide a smarter, more efficient and effective alternative to using a single multi-state or multi-national law firm. For more information about the ELA, please visit: [www.employmentlawalliance.com](http://www.employmentlawalliance.com).

## Questions?

For additional information or questions about this webinar, please contact Linda Henderson at the Employment Law Alliance ([leh@employmentlawalliance.com](mailto:leh@employmentlawalliance.com)).