

In The News

Chris Duke Shares Thoughts on SCOTUS Religious Accommodation Ruling

September 12, 2023

Employees' religious accommodation requests are more likely to be granted because of a Supreme Court ruling earlier this year, according to Labor and Employment Partner Chris Duke. Duke told *SHRM* that the Supreme Court's decision in *Groff v. DeJoy* sets a much higher standard for employers to prove that accommodating an employee's religious beliefs would create an undue financial hardship for them.

The decision also adds to the challenges employers already face when trying to navigate the various accommodations required by law.

"When a request for a religious accommodation conflicts or competes with another nondiscrimination requirement, employers can really find themselves in a bind," Duke told the publication.

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