

Press Coverage | September 13, 2021

Companies Grapple With Granting Religious Exemptions

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[Tracey E. Diamond](#)

Tracey Diamond, a partner in Troutman Pepper's Labor and Employment Practice Group, is quoted in *The Washington Times* article, "[Companies Grapple With Granting Religious Exemptions.](#)"

"The question of how to determine whether an employee's beliefs are sincere is a good one, as it is difficult to get inside an employee's head to determine the sincerity of their belief," said Tracey Diamond, a partner at Troutman Pepper law firm who specializes in employment law. "To make the analysis even more difficult, a sincerely-held religious belief does not need to be part of any organized religion to be valid. But it needs to be more than a personal or political belief."

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