

Press Coverage | October 14, 2021

# When May an Employer Reject a Religious Accommodation Request?

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Tracey Diamond, a partner in Troutman Pepper’s Labor and Employment Practice Group, is quoted in the *SHRM* article, [“When May an Employer Reject a Religious Accommodation Request?”](#)

The standard for undue hardship is lower under Title VII—which prohibits religious discrimination—than under the Americans with Disabilities Act. Under Title VII, undue hardship has been defined as more than a minimal burden, said Tracey Diamond, an attorney with Troutman Pepper in Princeton, N.J., and Philadelphia.

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In making an undue hardship determination, “employers will want to consider the cost to the company and whether the accommodation will impose a direct threat to others,” Diamond said.

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