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## Focus on Religious Freedom

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### Religious Discrimination in the Workplace Surges to an All Time High

Equal Employment Opportunity Commission (EEOC) Report shows Six Times Increase

Our founders often spoke and acted in support of freedom of conscience and the free exercise of religion for all Americans. They learned from the history of generations of their forefathers that when government interferes in the individual's faith and practices, tyranny and bloodshed were the usual results.

The 1<sup>st</sup> amendment of the United States' Constitution protects each citizen's right to believe and to practice their faith or to choose not to profess any religious beliefs.

The free expression of faith in every aspect of our lives is protected and expected but frequently **denied** unnecessarily and unconstitutionally in the workplace. Instances of religious discrimination often take the form of

- denial of hiring, being fired or denied promotion
- being harassed over religious beliefs, dress and food choices
- failure to accommodate religious holy days, not allowing religious icons displayed in the employee's workspace or banning religiously-observant clothing.

The latest report from the EEOC shows that from 2021 to 2022 the instances of complaints of religious discrimination in the workplace surged from 2,111 to 13,814. The increase is sharp and alarming and may or may not reflect all the discrimination that actually occurs.

Read more about religious freedom issues here: [bit.ly/3YawN88](https://bit.ly/3YawN88) [bit.ly/473JdmB](https://bit.ly/473JdmB)

*"The error seems not sufficiently eradicated, that the operations of the mind, as well as the acts of the body, are subject to the coercion of the laws. But our rulers can have authority over such natural rights only as we have submitted to them. The rights of conscience we never submitted, we could not submit. We are answerable for them to our God. The legitimate powers of government extend to such acts only as are injurious to others. But it does me no injury for my neighbour to say there are twenty gods, or no god. It neither picks my pocket nor breaks my leg."* - Thomas Jefferson