

KNOW YOUR RIGHTS: EMPLOYMENT DISCRIMINATION



UNITED
SIKHS

Recognize the Human Race as One

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Did You Know?

- Title VII of the Civil Rights Act of 1964 **prohibits workplace discrimination and harassment** based on religion, ethnicity, country of origin, race, and color (in any aspect of employment).
- Under Title VII, your employer has **a legal obligation to grant your request for a religious accommodation** to wear your turban to work if it does not impose a burden, or an “undue hardship.”
- Claiming that your coworkers might be “upset” or “uncomfortable” when they see your turban is **not** an undue hardship. Customer preference is **never** a justification for a discriminatory practice employment decisions.
- Racial and/or ethnic epithets and general workplace hostility can amount to **unlawful harassment**.



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- Your employer is **legally required to take steps to end harassment** and protect you against retaliation. Follow the employer's complaint procedure, if it has one, or notify a manager or other company official.
 - If your employer condones or perpetrates harassment, you can **contact the Equal Employment Opportunities Commission (EEOC)** for guidance or file a charge of discrimination at any time. You may also contact **UNITED SIKHS** with questions about how to file an EEOC claim. If you decide to file a charge with EEOC, it is most helpful if you document any incidents that occur, including the dates on which they occurred, and the names of the harassers.
 - If you suspect that you have been the victim of employment discrimination, **contact UNITED SIKHS** at law-usa@unitedsikhs.org as soon as possible so that we can put you in touch with your nearest EEOC office. If you believe that your rights have been violated in the workplace, you may **file a charge of employment discrimination** with the EEOC; however, this generally must be done **within 180 days from the date of the violation** in order for you to protect your legal rights.
 - If you or your employer has questions about employer obligations to accommodate religious practices, contact EEOC for more detailed information at info@eoc.gov or visit www.eeoc.gov