

Hope Eastman Provides Commentary on Law360 Article on EEOC v. Abercrombie Decision

Hope Eastman provides commentary in Law360 article, "Attorneys React To High Court's EEOC v. Abercrombie Ruling" (June 1, 2015). The article includes comments from attorneys around the country on why the decision in the EEOC v. Abercrombie & Fitch Stores Inc. case is significant.

"This decision makes it clear that an employer cannot refuse to hire an applicant because of a practice that the employer knows or suspects is religious. In the eyes of the court, not hiring an applicant because of a religious practice is synonymous with refusing to accommodate the religious practice, even if the applicant has not requested an accommodation. The bottom line is that employers should be wary of making any employment decision based on a practice that they believe — or suspect to be — religious. The court left for another day an employer's responsibility if it lacks even a suspicion that a practice is religious."

The full article, "Attorneys React To High Court's EEOC v. Abercrombie Ruling," can be found at Law360.com (subscription required/free trial available).