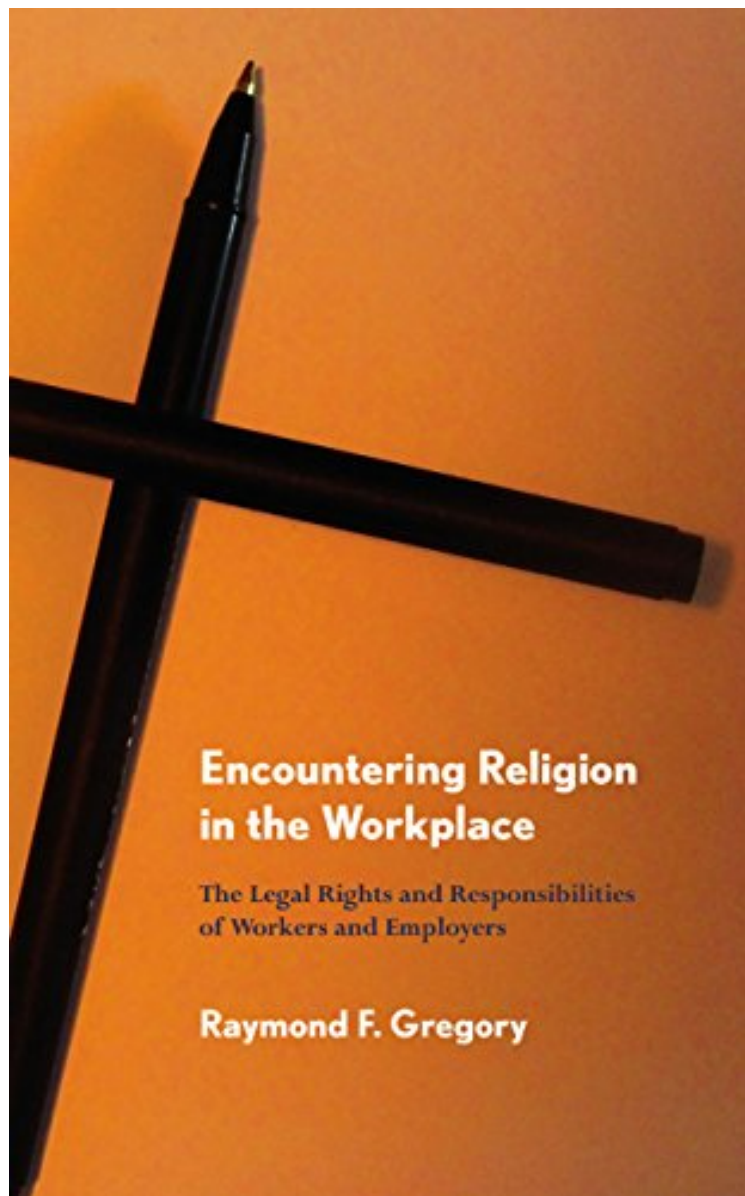


[DOWNLOAD] Encountering Religion in the Workplace: The Legal Rights and Responsibilities of Workers and Employers

Encountering Religion in the Workplace: The Legal Rights and Responsibilities of Workers and Employers

Raymond F. Gregory

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Raymond F. Gregory : Encountering Religion in the Workplace: The Legal Rights and Responsibilities of Workers and Employers before purchasing it in order to gage whether or not it would be worth my time, and all praised Encountering Religion in the Workplace: The Legal Rights and Responsibilities of Workers and Employers:

0 of 0 people found the following review helpful. Great handbookBy GrawlHalGreat handbook for workplace environments that are rich with diverse religious orientations. Also an interesting read for both research purposes and general knowledge.2 of 2 people found the following review helpful. The Rosetta Stone of Religious Discrimination in EmploymentBy Clarence DarrowThis well-written and timely work makes clear that the law of religious discrimination appears, at best, unsettled and controversial. It effectively captures the unstable character of common (judge-made) law and the palpable frustration of the courts in this area and at the same time, masterfully provides both employers and employees a roadmap through the minefield of litigation based upon religious-based employment discrimination.Unlike any other protected entity within the ambit of employment discrimination, religion appears to impose unreasonable obligations upon the employer, casting the employer between the proverbial Scylla of employee accommodation and Charybdis of co-worker harassment. Frankly, employers seeking a moral compass and support through the trials and tribulations of encountering religion in the workplace are more likely to find it in this book than in Gideon's Bible.Employers and employees caught up in or anticipating litigation of allegations sounding in religious discrimination in employment should look to this work to provide a dynamic and panoramic view and appreciation of the landscape of this area of the law too often addressed from a myopic, hypertechanical and otherwise limited perspective.2 of 2 people found the following review helpful. Another great book from this author !!By GeorgeGregory's strong ability to take complicated and sometimes controversial issues, and make them not only understandable but accessible, is a testament to his long experience as an attorney and commitment to high quality writing. Like Gregory's other books, this is a great read that will keep you hooked to the last page. Bravo !!

In a recent survey, 20 percent of the workers interviewed reported that they had either experienced religious prejudice while at work or knew of a coworker who had been subjected to some form of discriminatory conduct. Indeed, according to the Equal Employment Opportunity Commission, the filing of religious discrimination charges under Title VII of the Civil Rights Act of 1964 (which prohibits discrimination in employment based on race, color, national origin, sex, and religion) increased 75 percent between 1997 and 2008. The growing desire on the part of some religious groups to openly express their faith while at work has forced their employers and coworkers to reconsider the appropriateness of certain aspects of devotional conduct. Religion in the workplace does not sit well with all workers, and, from the employer's perspective, the presence of religious practice during the workday may be distracting and, at times, divisive. A thin line separates religious self-expression-by employees and employers-from unlawful proselytizing.In *Encountering Religion in the Workplace*, Raymond F. Gregory presents specific cases that cast light on the legal ramifications of mixing religion and work-in the office, on the factory floor, even within religious organizations. Court cases arising under Title VII and the First Amendment must be closely studied, Gregory argues, if we are to fully understand the difficulties that arise for employers and employees alike when they become involved in workplace disputes involving religion, and his book is an ideal resource for anyone hoping to understand this issue.

"A well-rounded and engaging synopsis of religious discrimination law . . . , providing both a readable overview, as well as a unique firsthand perspective from a lawyer with decades of experience in the field. . . . The heart of the book resides in the many case summaries used throughout the text. They are clear, concise, and often compellingly written."?Dylan Weller, *The Law and Politics Book* (August 2011)"This book has been written for the laypersons and those lawyers who do not specialize in employment law. Every attempt has been made to eliminate technical language and legal jargon and to preclude immersion in legal intricacies and technical data having less than general application. . . . The broad picture takes precedence over special circumstances that may be relevant only in a limited number of instances. The right to practice one's religion in the work area comes with limitations. That is the primary subject matter of this book?limitations. Under what circumstances is a worker limited in practicing his or her religious beliefs in the workplace?"?Prabuddha Bharata (*Awakened India*) (June 2015)"This book offers an excellent and engaging account of the complex and increasingly important issue of religion and the workplace. It will be of great interest to employment lawyers as well as to those concerned with religious rights."?Lucy Vickers, Oxford Brookes University, author of *Religious Freedom, Religious Discrimination and the Workplace*"*Encountering Religion in the Workplace* is an important book for students of labor and employment law, professors, attorneys, and anyone interested in the role of religion in a secular society at a time when discussions of religion are so pervasive. The scope of issues of religion in the workplace is broad and the content complex; Raymond F. Gregory covers these areas in depth without sacrificing clarity. This is true for more straightforward issues as well as areas where legal issues are in tension. Gregory shows the contradictions that exist in balancing the free exercise of religion with rights to be free from religious proselytizing or from governmental establishment of religion."?Risa L. Lieberwitz, Cornell UniversityFrom the Back CoverIn "*Encountering Religion in the Workplace*," Raymond F. Gregory presents specific cases that cast light on the legal ramifications of mixing religion and work-- in the office, on the factory floor, even within religious organizations. Court cases arising under Title VII and the First Amendment must be closely studied, Gregory argues, if we are to fully understand the difficulties that arise for employers and employees alike when they become involved in

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