

STATEMENT OF SUPPORT FOR THE WORKPLACE RELIGIOUS FREEDOM ACT

WHEREAS, the Coalition of Bar Associations of Color (CBAC), organized in 1983, is a coalition created to act as a collective voice for issues of common concern to its member organizations; and

WHEREAS, the member organizations of the Coalition of Bar Associations of Color are the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American Bar Association (NNABA); and

WHEREAS, Title VII of the Civil Rights Act of 1964, as amended in 1972, requires an employer to “reasonably accommodate the religious belief of an employee or prospective employee, unless doing so would impose an undue hardship”;

WHEREAS, the current standard requires an employer to accommodate the religious practices of its employees unless such accommodation imposes merely more than a minimal, or *de minimus*, cost to the employer;

WHEREAS, the *de minimus* standard affords inadequate legal protection against religious discrimination;

WHEREAS, religious discrimination against Asian Pacific American employees has particularly increased since 9/11, with profiled groups such as Sikhs and Muslims being denied employment opportunities because of religiously mandated grooming practice, attire, or holidays; and

WHEREAS, the Workplace Religious Freedom Act would revise and strengthen the existing requirements imposed on employers to accommodate the religious practices of their employees, specifically by clarifying the definition of “undue hardship” under Title VII to mean “significant difficulty or expense” as it relates to accommodation of religious grooming, dress, and observance of holy time – the three areas comprising the majority of religious accommodation claims.

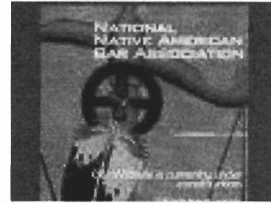
NOW THEREFORE BE IT RESOLVED, that the Coalition of Bar of Association of Color supports the passage of the Workplace Religious Freedom Act and similar measures and legislation for the reasons set forth above.

BE IT FINALLY RESOLVED, that this resolution shall be the legislative priority of the Coalition of Bar Associations of Color until it is withdrawn or modified by subsequent resolution.

CERTIFICATION

WE, the duly-elected Presidents of the Hispanic National Bar Association (HNBA), the National Asian Pacific American Bar Association (NAPABA), the National Bar Association (NBA), and the National Native American

Bar Association (NNABA), hereby certify that they foregoing Resolution was duly enacted by a duly-noticed meetings of the Board of Directors.



Diana Sen
President, Hispanic National Bar Association

Date

Paul O. Hirose
President, National Asian Pacific American Bar Association

Date

Demetrius Shelton
President, National Bar Association

Date

Mary Smith
President-Elect, National Native American Bar Association

Date