

KNOW YOUR RIGHTS IN THE WORKPLACE



Federal law makes it illegal for an employer to discriminate against an employee on the basis of religion, race, or national origin. In order to better protect your rights, CAIR urges employees to document all forms of communication that may help determine if you have been the victim of workplace discrimination.

YOUR RIGHTS AS AN EMPLOYEE

FEDERAL LAW PROVIDES EMPLOYEES WITH:

- Reasonable Religious Accommodations- failure by employer to reasonable accommodate your religious practices constitutes discrimination. Accommodations could include wearing a headscarf, having a beard, praying on the job, and going to Friday prayers.
- Fairness in Hiring, Firing & Promotions- these employment decisions cannot be made based on your race, religion, sex, or ethnicity.
- Non-Hostile Work Environment- employees must not be subject to insults, harassment, or excessive proselytizing based on race, religion, sex, or national origin.
- Complain About Discrimination Without Retaliation- it is illegal for your employer to retaliate against an employee that reports an act of alleged discrimination.



WHAT TO DO WHEN FACED WITH DISCRIMINATION

- Remain calm & inform your employer that you believe his actions maybe inappropriate.
- Report the alleged discrimination in writing to company management.
- Document the discrimination by saving memos, complaints & noting witnesses ("paper trail").
- Contact CAIR, An Attorney, the Equal Employment Opportunity Commission, & local civil rights agencies to investigate your options
- Never sign documents or resign before consulting with an attorney.
- Ask your employer for mediation options.

File a complaint with your local CAIR office



This is a guideline providing educational information. This is not intended to create an attorney-client relationship and should not be substituted for attorney consultation.

To find out more about CAIR-New York, contact us at info@cair-ny.org, 212.870.2002, and follow us online at cair-ny.org. & on FACEBOOK and TWITTER.