



SpencerFane®

WorkSmarts Virtual Seminar: Religious Accommodations & Workplace Investigations

September 10, 2025

11:00 am CT – 1:30 pm CT

Join us virtually on September 10, 2025 as members of our knowledgeable Labor and Employment team discuss religious accommodations & workplace investigations.

Managing Faith in the Workplace: Religious Accommodations and the Latest Legal Landscape for Employers | 11:00 a.m. – 12:00 p.m.

In today's diverse workforce, understanding and effectively managing religious accommodation requests is more critical than ever. Recent legal developments, particularly the landmark Supreme Court decision in *Groff v. DeJoy*, have significantly reshaped the "undue hardship" standard, placing a higher burden on employers. Join [Helen Holden](#) and [Charlotte McEwen](#) for a timely and comprehensive webinar that will equip you with the knowledge and practical strategies to ensure compliance and foster an inclusive workplace. The team will delve into what constitutes a sincerely held religious belief, the interactive process for evaluating requests, examples of reasonable accommodations, and the nuanced application of the updated undue hardship test. This session will provide essential insights for HR professionals, managers, and in-house counsel seeking to confidently navigate the evolving legal landscape of religious accommodations.

Conducting Effective Workplace Investigations: A Practical Guide for Employers | 12:30 p.m. – 1:30 p.m.

Unsure when to launch a workplace investigation or how to ensure it holds up under scrutiny? This practical webinar, led by seasoned attorneys [Loren Foy](#) and [Beth Nillen](#),

is designed specifically for employers seeking clear, actionable guidance on how to conduct workplace investigations. The team will cover the triggers that demand an investigation, provide a high-level walkthrough of the investigative process from planning to conclusion, and highlight essential legal considerations to help you conduct thorough, impartial, and legally defensible investigations. Learn to navigate complex workplace issues with confidence and minimize potential liabilities.