

KNOW YOUR RIGHTS

As a Muslim American In the Workplace



We the People
insure domestic Tranquility, provide for the common Defense, promote
the Progress, Welfare and establish this Constitution for the United States of America

WHAT ARE MY RIGHTS AS AN EMPLOYEE?

It is illegal for an employer to discriminate on the basis of race, religion, or national origin.

The 1964 Civil Rights Act and New York's human rights laws guarantee your right to:

- **Fairness in hiring, firing, and promotions.** Your employer may not consider race, religion, or national origin when making decisions that affect your work.
- **A non-hostile work environment.** Your employer must ensure that you are not subject to anti-Muslim insults, harassment, or unwelcome and excessive proselytizing.
- **Reasonable religious accommodation.** The failure of an employer to reasonably accommodate your religious practices may constitute discrimination.
- **Complain about discrimination without fear of retaliation.** The law guarantees your right to report discrimination. It is illegal for your employer to retaliate against you for filing a truthful complaint.



WHAT SHOULD I DO IF I FACE DISCRIMINATION AT MY JOB?

Workplace discrimination is illegal. If you encounter unfair discrimination at work, there are ways to protect yourself, and help prevent it from happening to others in the future.

- Document every incident immediately, noting the date, time, place, and exactly what happened. Note the names of witnesses.
- Keep copies of all materials that support your claim of discrimination.
- Using the information you collected, file a written complaint of discrimination with your company's human resources department. Report the same information to CAIR-NY at 646-665-7599 or cairny.org/incident-report.
- Do not sign any documents or resign from your position without consulting an attorney.
- Consider asking for workplace mediation, or to be transferred to a different job site.



Disclaimer: This document is educational and is not intended as legal advice. If you have a question about your legal rights, please contact an attorney immediately.

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Council on American-Islamic Relations, New York (CAIR-NY)



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