

Michael Homans Quoted in New Jersey Law Journal Report on Novel Legal Claims Relating to Proselytizing at Work

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Flaster Greenberg Labor and Employment attorney Michael D. Homans was recently contacted by *New Jersey Law Journal* reporter Charles Toutant for expert legal commentary on two recent New Jersey federal court cases addressing employers facing novel suits over proselytizing co-workers. The article focuses on an employer's obligation to balance the right to religious expression at work and the right to be free of unwelcome proselytizing by co-workers.

"Just like the concept of the separation of church and state, I think most employers and employees want a separation between church and work, even though that is not strictly required by the law," said Homans. He went on to state that "employers have a duty to accommodate religious beliefs and practices to the extent that the accommodation doesn't cause a hardship to the employer. For example, employers generally should provide a break for a Muslim to pray at certain hours if it's not an undue hardship."

To read the article in its entirety, [click here](#).