

# High Court Religious Bias Decision Paves Way for EEOC Vax Suits

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Aaron Holt was quoted in *Bloomberg Law* discussing the EEOC's first lawsuit against companies over failure to grant employee religious exemptions to COVID-19 vaccine policies and what it means moving forward. In June, following the Supreme Court decision in *Groff v. Dejoy*, an employer must now demonstrate substantial increased costs to their business to deny an employee's religious accommodation request under Title VII. The Supreme Court decided that undue hardship that employers must meet in denying a reasonable religious accommodation request under Title VII means more than *de minimis* hardship. "I think the regulatory bodies such as the EEOC are now enforcing the law of the land in its new form," said Aaron.

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