

S 893

Workplace Religious Freedom Act of 2003

Congress: 108 (2003–2005, Ended)

Chamber: Senate

Policy Area: Civil Rights and Liberties, Minority Issues

Introduced: Apr 11, 2003

Current Status: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Latest Action: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Apr 11, 2003)

Official Text: <https://www.congress.gov/bill/108th-congress/senate-bill/893>

Sponsor

Name: Sen. Santorum, Rick [R-PA]

Party: Republican • **State:** PA • **Chamber:** Senate

Cosponsors (23 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Brownback, Sam [R-KS]	R · KS		Apr 11, 2003
Sen. Clinton, Hillary Rodham [D-NY]	D · NY		Apr 11, 2003
Sen. Corzine, Jon S. [D-NJ]	D · NJ		Apr 11, 2003
Sen. Ensign, John [R-NV]	R · NV		Apr 11, 2003
Sen. Hatch, Orrin G. [R-UT]	R · UT		Apr 11, 2003
Sen. Kerry, John F. [D-MA]	D · MA		Apr 11, 2003
Sen. Lieberman, Joseph I. [D-CT]	D · CT		Apr 11, 2003
Sen. Mikulski, Barbara A. [D-MD]	D · MD		Apr 11, 2003
Sen. Murray, Patty [D-WA]	D · WA		Apr 11, 2003
Sen. Smith, Gordon H. [R-OR]	R · OR		Apr 11, 2003
Sen. Schumer, Charles E. [D-NY]	D · NY		May 7, 2003
Sen. Durbin, Richard J. [D-IL]	D · IL		May 8, 2003
Sen. Craig, Larry E. [R-ID]	R · ID		May 12, 2003
Sen. Stabenow, Debbie [D-MI]	D · MI		May 22, 2003
Sen. Talent, Jim [R-MO]	R · MO		Jun 18, 2003
Sen. Specter, Arlen [R-PA]	R · PA		Jun 26, 2003
Sen. Crapo, Mike [R-ID]	R · ID		Jul 15, 2003
Sen. Coleman, Norm [R-MN]	R · MN		Jul 16, 2003
Sen. Wyden, Ron [D-OR]	D · OR		Jul 30, 2003
Sen. Bayh, Evan [D-IN]	D · IN		Sep 4, 2003
Sen. Cornyn, John [R-TX]	R · TX		Feb 12, 2004
Sen. Dole, Elizabeth [R-NC]	R · NC		Jun 17, 2004
Sen. Miller, Zell [D-GA]	D · GA		Jul 6, 2004

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Apr 11, 2003

Subjects & Policy Tags

Policy Area:

Civil Rights and Liberties, Minority Issues

Related Bills

No related bills are listed.

Summary (as of Apr 11, 2003)

Workplace Religious Freedom Act of 2003 - Amends the the Civil Rights Act of 1964 regarding religious observance in the workplace to declare that for an employer's accommodation of an employee's religious observance or practice to be considered reasonable, it must remove the conflict between employment requirements and the employee's religious observance or practice.

Deems as an unlawful employment practice an employer's refusal to permit an employee to use leave of general usage to remove the conflict solely because the leave will be used to accommodate the religious observance or practice of the employee.

Actions Timeline

- **Apr 11, 2003:** Introduced in Senate
- **Apr 11, 2003:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.