



Focus on Religious Freedom
Catholics for Freedom of Religion
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Religious Freedom in the Workplace Protected by New Federal Guidelines

Clinton Administration's 1997 Guidelines Similar to Trump Administration Guidelines

The free expression of religious beliefs is assured by the First Amendment and includes spoken expression, religious apparel, jewelry and icons as well as religious items displayed. The new guidelines issued July 28, 2025 by the Federal Office of Personnel Management (OPM) are meant to insure that the federal government is not only in compliance with Constitutional religious freedom, but is welcoming to religious expression by Americans of all faiths in its workspaces.

In its Memorandum the OPM points out that our nation was founded with religious freedom for all and Americans are entitled to express their faith openly in their daily lives. The Memorandum also refers to Title VII of the 1964 Civil Rights Act and its protection from discrimination in hiring because of a candidate's religion. Title VII also gives protection for many aspects of religious expression including discussions about religion, display and use of items such as Bibles, artwork, crosses and mezuzahs on employees' desks, on their person, and in their assigned workspaces. Also, groups of employees may come together in prayer as long as it is done outside the regular work time.

The Memorandum calls for ongoing attention to the religious freedom of employees in the federal workplace to reflect the Constitutional religious liberty of all Americans.

Read more: <https://tinyurl.com/5bpbe275> <https://tinyurl.com/yn35wck3>

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