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■ English-Only Policies

When job safety requires clear communication, employers may lawfully require that their employees speak only English. However, employers may not prohibit employees from speaking other languages when their job duties are unaffected and the policy is not required for safety.

Nationwide chain of hair salons paid \$240,000 in damages to Hispanic hair stylists after ordering them not to speak Spanish at work

For example, *EEOC v. Regis Corporation* alleged that a nationwide chain of hair salons discriminated against Hispanic employees by requiring employees to speak only English at all times. The case also involved allegations that the company assigned Hispanic hair stylists to workstations away from the front of the salon, gave them additional janitorial duties, and fired them when they complained about the discriminatory treatment. Six Hispanic employees received \$240,000 in damages. The salon also agreed to rescind its policy unless it can establish a business necessity.