

Harassment on the basis of religion is prohibited under the antidiscrimination laws, and is analyzed legally in the same manner as offensive conduct based on any other protected status (e.g., sex, race, national origin, age, or disability). For example, the supervisor of three Jehovah's Witnesses circulated offensive cartoons depicting Jehovah's Witnesses having sex with a goat and preaching while drunk, and made jokes and derogatory comments about the employees' religion. The affected individuals were recent immigrants from Mexico who were not fluent in English. After they threatened to complain to the owner, they were laid off, even though they had more seniority than employees retained. *EEOC v. Arizona Paper Box Co., Inc.* (D. Ariz. June 10, 2004) (\$48,000, an injunction against religious discrimination and retaliation, and revised antidiscrimination policies posted in English and Spanish).