

305 (ii) the employee has complied with any policy created under Subsection (5) after  
306 receiving notice and a reference of the policy as described in Subsection (5)(c);  
307 (iii) the employee's asserted religious beliefs or conscience described in Subsection  
308 (2)(a)(i) is not asserted for an improper purpose; and  
309 (iv) (A) granting the request would not have imposed an undue hardship on the  
310 governmental entity; or  
311 (B) the governmental entity cannot meet an exception described in Subsection (2)(b).  
312 (b) An employee seeking to assert a right of action under this section shall bring the  
313 action in a court within 180 calendar days after the day on which the employee received the  
314 governmental entity's response described in Subsection (4).  
315 (c) If an employee establishes, by a preponderance of the evidence, that the employee  
316 meets the requirements described in Subsection (6)(a), the court:  
317 (i) shall grant the employee relief by:  
318 (A) issuing an injunction ordering the governmental entity to relieve the employee  
319 from the specific task if the task is still to be performed; or  
320 (B) ordering the governmental entity to reinstate or rehire the employee, with an award  
321 of back pay, if the employee was constructively discharged, demoted, or terminated as a direct  
322 result of the governmental entity's violation of Subsection (2); and  
323 (ii) may award to the employee reasonable attorney fees, and court costs.  
324 (7) The classification of an employee's confidential information is governed by Title  
325 63G, Chapter 2, Government Records Access and Management Act.  
326 (8) A governmental entity may not take retaliatory action against an employee for  
327 submitting a ~~H~~→ **meritorious** ←~~H~~ request under Subsection (3).  
328 (9) Nothing in this section:  
329 (a) limits the employee's right to bring any other claim the employee may have against  
330 the governmental entity; or  
331 (b) prevents a governmental entity from implementing a policy required by state or  
332 federal law.  
333 **Section 3. Effective date.**  
334 This bill takes effect on May 1, 2024.