



## #1 Free Legal Website

FindLaw.com is the leading and largest online resource for legal information. For basic legal issues to more complex ones, you'll find thousands of helpful articles, a legal community to get answers to your specific questions, an attorney directory, blogs, news, DIY forms, and much more.

### **Can an Employer Require Employees to Speak English on the Job?**

Not necessarily, but it depends. Employers must show that they have a business necessity for the a policy that requires employees to speak English on the job. Examples of business necessities include safety requirements that require everyone to only speak English, or that all of the business's customers only speak English. Because people's languages are closely connected to their nationality, courts often view English-only rules as discriminatory on the basis of nationality. So unless the employer can prove a business necessity, the requirement that workers speak English on the job will not be tolerated.

However, even with a business necessity, an employer must be careful not to enforce an English-only rule that is overly broad. Employers will probably be able to require employees to speak English on the job when communicating with customers; on the other hand, a rule prohibiting employers to not speak any other language on the job site, including on breaks, is probably not legal.

# FINDLAW.COM EMPOWERS PEOPLE WITH TRUSTED, TIMELY AND INTELLIGENT LEGAL INFORMATION

**BLOGS** – FindLaw Blogs present timely news that has real-life implications, deliver important information and discuss law-related entertainment.

**FINDLAW ANSWERS** – A vibrant, interactive online community where everyday people can ask legal questions and get real-time answers from legal professionals and others with similar experiences.

**NEWS & NEWSLETTERS** – Updated throughout the day and night and covering a wide range of legal topics, FindLaw.com's News page presents current legal news, keeping people informed and educated.

**FIND A LAWYER** – An easy-to-search database of more than one million lawyers and law firms. It provides detailed information, enabling people to contact a qualified lawyer when they are ready.



**DO-IT-YOURSELF FORMS & CONTRACTS** – FindLaw.com provides accurate legal documents for common legal matters. Choose from a library of easy-to-use, low-cost, accurate legal forms for everyday legal issues.

**FINDLAW VIDEO** – On FindLaw.com, you'll find an online directory of more than 1,500 short videos dedicated exclusively to legal topics and attorney and law firm profiles.

## Connect With Us

FindLaw.com has an entire social media team dedicated to providing our users with as many options as possible to join, participate in, and learn from the FindLaw community. Some of the social key channels are the following:



[FindLaw for Consumers on Facebook](#)

Making the law easy to access with interactive legal updates aimed at starting conversations, informing followers of their legal rights and providing a forum for questions and resources



[@FindLawConsumer on Twitter](#)

Tweeting interesting, entertaining and informative legal news everyday

HAVE A LEGAL QUESTION?  
NEED TO FIND AN AFFORDABLE,  
QUALIFIED ATTORNEY?

Protect yourself, your family or  
your business with a legal plan  
or form from LegalStreet

[www.LEGALSTREET.com](http://www.LEGALSTREET.com)

Copyright © 2013 FindLaw, a Thomson Reuters business. All rights reserved. The information contained in this article is for informational purposes only and does not constitute legal advice. The use and distribution of this article is subject to the Creative Commons BY-NC-ND license, which can be viewed at <http://creativecommons.org/licenses/by-nc-nd/3.0/>. You must attribute the article by providing the title of the article, FindLaw copyright notice and link to the original work. You may not use the article for commercial purposes and you may not alter or transform this article in any way.

**FindLaw**<sup>®</sup>  
A Thomson Reuters Business