



WALT DISNEY World Resort

June 22, 2015

Via E-mail

Heather L. Weaver, Esq.  
American Civil Liberties Union  
915 15th Street, NW, 6th Floor  
Washington, DC 20005

Gurjot Kaur, Esq.  
The Sikh Coalition  
50 Broad Street, Suite 1537  
New York, NY 10004

Dear Ms. Weaver and Ms. Kaur:

Thank you for your letter of May 21, 2015 concerning our employee, Gurdit Singh.

Walt Disney Parks and Resorts U.S., Inc. is an employer of choice that is committed to diversity and prohibits discrimination based upon religion. In keeping with these principles, the Walt Disney World Resort responds positively to requests for reasonable religious accommodations that do not create an undue hardship for the company.

I am writing to let you know that we have approved Mr. Singh's request to work all distribution routes in the regular rotation and in the same way as all other Distribution Services Assistants while wearing his turban and neatly-gathered and tied beard.

Very truly yours,



Armando A. Rodriguez-Feo  
Principal Counsel