

For Immediate Release
July 28, 2025

media@opm.gov

OPM Issues Guidance to Protect Religious Expression in the Federal Workplace

WASHINGTON, D.C. — Today, the U.S. Office of Personnel Management (OPM) issued a government-wide memorandum directing federal agencies to take affirmative steps to protect religious expression in the workplace. The memo provides clear guidance to ensure federal employees may express their religious beliefs through prayer, personal items, group gatherings, and conversations without fear of discrimination or retaliation.

The memo affirms longstanding constitutional and statutory protections for religious expression and instructs agencies to review internal policies to ensure compliance with the law and the Trump Administration's broader commitment to restoring religious liberty in government institutions.

"Federal employees should never have to choose between their faith and their career," **Director Kupor said.** "This guidance ensures the federal workplace is not just compliant with the law but welcoming to Americans of all faiths. Under President Trump's leadership, we are restoring constitutional freedoms and making government a place where people of faith are respected, not sidelined."

The memo builds on OPM's July 16 [guidance](#) on reasonable accommodations for religious purposes and provides illustrative examples of protected religious conduct. It aligns with Executive Orders 14202 and 14291, which direct agencies to safeguard religious liberty. Read the new guidance [here](#).

#