The Civil Rights Act of 1991 prohibits employment discrimination on the basis of race, color, religion, national origin, disability, or gender. Over the years, the U.S. Supreme Court and Federal Courts have issued several rulings dealing with workplace discrimination and this Act. For this assignment, you will review the Abercrombie & Fitch Liable for Religious Discrimination in EEOC Suit, Court SaysLinks to an external site. case press release. After you review the case study, address the following: Examine the specific issues Umme-Hani Khan encountered in the workplace. Assess whether the actions of A&F represent discrimination and harassment. Evaluate the elements of law that are important for A&F to consider. Assess what actions of the HR director could have taken in response to Umme-Hani Khan’s situation. Determine what the HR director could have done to prevent the situation and what more could he/she do to ensure that this type of situation would not occur in the future.