



10 Bias Danger Signs

- 1. ATTIRE** Employees are barred or discouraged from wearing facial hair, certain hairstyles, or garb – even if religiously motivated.
- 2. DEVOTION** Employees encounter difficulties when requesting time off to pray, meditate, or reflect during the workday, or in locating a quiet, private space.
- 3. DIET** Work-sponsored gatherings offer limited kosher/halal/vegetarian options.
- 4. HOLIDAYS** Employees have a difficult time securing vacation/paid time off for their religious holidays or observances.
- 5. ICONS** Religious icons or devotional objects are discouraged or barred from personal workspaces.
- 6. NETWORKS** Determining whether to establish individual faith groups, an interfaith group, or no religious groups at all poses a challenge.
- 7. PRAYER** Mandatory company meetings and celebrations include prayer.
- 8. RIDICULE** Employees are mocked because of their religious beliefs, practices, or garb.
- 9. SCHEDULING** Work shifts and meeting schedules disregard significant religious holidays.
- 10. SOCIALIZING** Employees are labeled as anti-social when they don't attend company-sponsored parties for religious reasons.