ATTIRE: Employees are barred or discouraged from wearing facial hair, certain hairstyles, or garb – even if religiously motivated.

DEVOTION: Employees encounter difficulties when requesting time off to pray, meditate, or reflect during the workday, or in locating a quiet, private space.

DIET: Work-sponsored gatherings offer limited kosher/halal/vegetarian options.

HOLIDAYS: Employees have a difficult time securing vacation/paid time off for their religious holidays or observances.

ICONS: Religious icons or devotional objects are discouraged or barred from personal workspaces.

NETWORKS: Determining whether to establish individual faith groups, an interfaith group, or no religious groups at all poses a challenge.

PRAYER: Mandatory company meetings and celebrations include prayer.

RIDICULE: Employees are mocked because of their religious beliefs, practices, or garb.

SCHEDULING: Work shifts and meeting schedules disregard significant religious holidays.

SOCIALIZING: Employees are labeled as anti-social when they don’t attend company-sponsored parties for religious reasons.