

10 Bias Danger Signs



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.