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.