



## Corporate Pledge: Four Guiding Principles

- For rationale and more corporate documents: <http://religiousfreedomandbusiness.org/corporate-documents>
- Email complete corporate pledge to RFBF president: [brian@religiousfreedomandbusiness.org](mailto:brian@religiousfreedomandbusiness.org)

### ***(1) Promoting Sustainable and Innovative Business Through Protecting Freedom of Religion or Belief***

[COMPANY] affirms that freedom of religion or belief (“FoRB”) is a fundamental right. [COMPANY] also recognizes that religious freedom promotes sustainable and innovative businesses, contributes to human flourishing, and results in peaceful and stable societies. For these reasons, and with a vision of a future of innovative and sustainable economies where FoRB and diversity are respected, [COMPANY] strives to be a leader in promoting and protecting FoRB in its workplace and communities. [COMPANY] will not tolerate abuses of religious freedom within its sphere of influence.

### ***(2) Non-Discrimination and Non-Harassment on the Basis of Religion or Belief***

[COMPANY] respects each individual’s rights to freedom of religion or belief, provides equal employment opportunities to all employees and prohibits discrimination on the basis of religion or belief. This prohibition on religious discrimination applies to all aspects of employment including, without limitation, recruitment, interviewing, hiring, training, job assignments, promotions, demotions, compensation, benefits, transfers, terminations. [COMPANY] will take appropriate action upon receiving a report consistent with its general non-harassment and non-discrimination policy.

### ***(3) Religious Accommodation and Inclusion***

[COMPANY] promotes a religiously inclusive environment where each employee’s beliefs are recognized and respected, but where religion or belief is not a matter of force or coercion. Consistent with this policy, an employee may seek, and [COMPANY] will provide, a reasonable religious accommodation that does not create an undue hardship on [COMPANY]’s business if his or her religious beliefs, observances, practices, or requirements conflict with his or her job, work schedule, [COMPANY]’s policy or practice on dress and appearance, or with other aspects of employment.

### ***(4) Protecting and Promoting Freedom of Religion or Belief (FoRB) in Our Communities***

[COMPANY] strives to be a leader in promoting and protecting freedom of religion or belief (FoRB) among its stakeholders and in the broader community. [COMPANY] gives priority to business partners, suppliers, and contractors who share [COMPANY]’s values, including FoRB. [COMPANY] supports their efforts to promote these values through their business activities. Among other practices that are consistent with this policy, [COMPANY] will strive to support local, national and global initiatives that promote FoRB, and may refrain from doing business with or investing in companies and governments that restrict FoRB.

[SIGNATURE & COMPANY DETAILS]