



RELIGIOUS FREEDOM & BUSINESS FOUNDATION

Invitation: On behalf of your company, participate in a public signing of The Corporate Pledge

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Corporate Pledge • Freedom of Religion or Belief (FoRB)



Left to right: Zainab Al-Suwajj, Co-Founder, Executive Director, American Islamic Congress • Richard T. Foltin, J.D., Director of National and Legislative Affairs, American Jewish Committee (AJC) • Daniel Mach, J.D., Director, Program on Freedom of Religion and Belief, American Civil Liberties Union (ACLU) • Dwayne Leslie, J.D., Director, Legislative Affairs, General Conference of Seventh-day Adventists • Joyce S. Dubensky, Esq. Chief Executive Officer, Tanenbaum Center for Interreligious Understanding • Former Senator Gordon H. Smith (R-Oregon), President & CEO, National Association of Broadcasters • Brian J. Grim, Ph.D., President, Religious Freedom & Business Foundation • (Photos: Maria Bryk, Newseum)

On January 12, 2016, national and international leaders gathered in support of the Corporate Pledge on Freedom of Religion or Belief (FoRB). Research and experience show that the success of the U.S. economy and society is due in no small part to the success we have had promoting a strong and religiously diverse workplace, one that includes and protects people of all faiths and of none. Recent research, however, finds that more than one-in-three American workers report experiencing or witnessing workplace religious discrimination.

During the soft launch of the FoRB Pledge, experts and practitioners discussed how businesses can successfully negotiate religious freedom and workplace issues. In an era when Millennials are especially concerned for fairness and equality for all, respecting the religion and beliefs of employees is not only fair and good policy, but is also good for business. The FoRB Pledge aligns with core American and universal values that support inclusive work environments and religious diversity.



“The contribution of religious freedom to American life is beyond price.”

Senator Gordon H. Smith
President & CEO
National Assoc. of Broadcasters



“Religious freedom is a key ingredient to peace and stability. This is particularly important for business because where stability exists, there are more opportunities to invest and to conduct normal and predictable business operations.”

Fouad Makhzoumi
CEO, Future Pipes, Lebanon
Charter signer
The Corporate Pledge

“A lot of conflicts can be avoided if the give and take process is followed.”

Daniel Mach, J.D.
Director, Program on Freedom of Religion and Belief, American Civil Liberties Union (ACLU)



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The Corporate Pledge in Support of Freedom of Religion or Belief (FoRB) — which supports religious diversity and freedom in the workplace — sends two clear messages to current and prospective employees: (1) You can work here without changing who you are; and (2) the company respects all employees and will not favor certain employees over others, and that’s good for the business of all. The FoRB Pledge is one component of a company’s overall strategy to value its employees and increase their loyalty for the benefit of customers and shareholders. The FoRB Pledge is a company’s public commitment to take reasonable steps to ensure that working at the company does not put employees at odds with their deeply held religious convictions.

This Pledge helps companies navigate two internal and two external issues:

- Internal:** How to identify and avoid workplace discrimination and harassment on the basis of religion or belief
 How to decide on appropriate workplace religious accommodations and other strategies for inclusion
- External:** How to demonstrate commitment to freedom of religion or belief as competing rights and demands arise
 How to protect and promote freedom of religion or belief in communities and with partners
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The FoRB Pledge

(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]