



## Practice Ethical Scenario

### RELIGION IN THE WORKPLACE

You are the leader of a team of 10 individuals. One of the team members, Dan, is a devout Christian. He makes no secret of his faith, and often talks about his beliefs to fellow teammates. While Dan does not try and convince others to adopt his beliefs, he does offer encouragement and even prayer to others. Mary is a teammate to Dan and one of your direct reports. She has recently shared with you that Dan's frequent conversations about religion makes her uncomfortable. Mary feels it beneficial to work inside of an environment free of conversations around sensitive topics such as politics and religion. She has asked you to encourage Dan to stop talking about religion within the office.

As a leader, is it ethical to ask Dan to stop talking about his religion?

What steps would you take a leader to work through this dilemma?