

# Navigating Religious Liberties in the Workplace

## Discussion Questions

1. What stood out the most to you in this video?

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2. Has anyone here today ever had an issue with religious liberties in the workplace? If so, what was the situation, and what became of it?

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3. Matthew 5:16 says, *“Let your light so shine before men, that they may see your good works, and glorify your Father which is in heaven”*. 1 Peter 3:15 says, *“But in your hearts revere Christ as Lord. Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have”*. What do these verses say to you about expressing our faith at work and why are so many Christians so silent with their faith at work?

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4. Kelly Shackleford with First Liberty Institute mentioned Title 7 and other state laws that give both the employer and employees protection for their religious freedoms. When it comes to one’s faith in the workplace, coercion is never the way to reach someone for Christ, so what ways do you prefer? What are some creative ways you use or know of to grow your faith in the workplace?

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5. How can Christian leaders like yourself create a workplace environment that is inclusive and respectful of diverse religious beliefs? What are some strategies or initiatives that have been effective in fostering an inclusive culture in your workplace or what can you begin?

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## Application

6. Share policies or practices in your workplace that protect and promote religious liberty. Discuss practical ways you can let your faith shine through your actions and interactions at work.

## Going Deeper

*This section is an extension of the above material and is designed for a deeper study/devotion on your own. Read the scripture below and take time to journal and put this content into practice to help shape your culture at work.*

7. **Colossians 3:23-24 (NIV):** *"Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving."* In what ways can you integrate your faith into your daily work practices, ensuring that your conduct and attitude reflect your commitment to Christ? List specific actions you can take to exemplify working *"as for the Lord"* in your professional environment.

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8. **Daniel 6:10 (NIV):** *"Now when Daniel learned that the decree had been published, he went home to his upstairs room where the windows opened toward Jerusalem. Three times a day he got down on his knees and prayed, giving thanks to his God, just as he had done before."* How do you balance maintaining your religious practices and commitments with the demands and expectations of your professional role? Reflect on Daniel's example of steadfast faith in the face of potential professional consequences and consider how you can apply similar dedication and courage in your workplace.

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