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Course : Managing religious issues in the workplace

Practical course - 1d - 7h00 - Ref. FRI
Price : 800 € E.T.

Nouvelle édition

For several years now, the religious phenomenon has had a significant impact on companies and public institutions. A crucial and delicate subject, it is often the focus of political debate. This training course will enable you to tackle the subject of religion and its legal framework with commitment and rigor, and in particular to gain a better understanding of the rights and duties associated with worship in the workplace.

Teaching objectives

At the end of the training, the participant will be able to:

- Identifying the contours of the religious phenomenon in the workplace
- Understanding management's role in this area
- Master the legal issues related to religious phenomena
- Develop a pragmatic approach within your company

Intended audience

Anyone from the world of private enterprise or associations with an interest in the subject, in particular directors, managers and members of the CSE.

Prerequisites

No

Practical details

Hands-on work

Collective reflection on the phenomenon of religion in the workplace, role-playing, case studies, feedback and exchanges of best practices.

Teaching methods

Active teaching.

Course schedule

PARTICIPANTS

Anyone from the world of private enterprise or associations with an interest in the subject, in particular directors, managers and members of the CSE.

PREREQUISITES

No

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.
Participants also complete a placement test before and after the course to measure the skills they've developed.

1 Understanding the principle of religion in the workplace

- Determining the place of religion in the workplace over the past 30 years
- Deciphering the current debate and understanding its general meaning
- Defining an orientation on the religious phenomenon in the company based on management considerations

Hands-on work

Analysis of your company's internal regulations to determine the orientation of the subject. Discussions to develop ways of broadening the company's internal regulations on the general subject of religion.

2 Knowing the right to religious phenomena in the workplace

- Discussing the right to religious clothing
- Contextualizing religious issues and acceptable limits within the company
- Discussing religious practices in the workplace and the question of meals
- Defining a right to religious phenomena that is necessarily restricted

Case study

Analysis of an agreement to make the practice of religion acceptable in the company by implementing specific measures for the practice of religion.

3 Understanding the ban on religion in the workplace

- Mention a choice made in the company's internal regulations
- Deciphering Article 40 of the French Labor Law and the notion of neutrality in the workplace
- Reflecting on the place of religion in a company that restricts the practice of worship

Group discussion

Discussions on the notion of neutrality in the workplace, which goes beyond religious issues.

4 Adopting best practices regardless of the company's orientation

- Identify the difference between discrimination and religious phenomena
- Understand the managerial stance to adopt when dealing with religious issues and religious plurality in your team
- Defining employees' attitudes, particularly with regard to religious demonstrations accepted or rejected in the workplace
- Expanding employee representatives' expertise in religious issues

Role-playing

Learn how to adopt appropriate managerial positions when faced with a religious phenomenon, particularly during a meeting with an employee.

TEACHING AIDS AND TECHNICAL RESOURCES

• The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
• At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
• A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

Dates and locations

REMOTE CLASS
2026 : 26 June, 7 Oct., 15 Dec.

PARIS LA DÉFENSE
2026 : 19 June, 30 Sep., 8 Dec.