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Course

Date

Walgreens: A Case Study

Establishing an anti-prejudice legislation signifies one of the few ways that an organization can shield itself from ideas that favoritism is accepted. Since methods for proper communication of complaints about bias can be halted by the inability to organize and follow proposals like these, people must realize the necessity of discretion, punctuality, employee assessments, written policy, and diligence. This will allow for open communication and clarity that can assist in processing employee grievances. Still, there is increasing victimization of religious groups such as Muslims in Europe which makes one question whether there has been any consideration for the consequences of inconsiderate legislations such as religious neutrality in the workplace.

European Ban on Headscarves

The ban on Muslim headscarves by the European Court of Justice (ECJ) may be seen as a constant practice of eliminating the display of religious symbols, but it could lead to grave consequences in future (Matthew). The decisions that were arrived at regarding the case of the Belgian woman and the French It consultant are an indication of an intolerance of the Muslim faith in Europe. Conversely, there is an acceptance of Christian ideology in Europe as can be seen in the European Court of Human Rights decision to defend the freedom of a Christian female to bear an inconspicuous cross with her British Airways uniform. The ECJ may perceive this as an effort in achieving religious neutrality in the workplace, but this can contribute to more

feelings of marginalization and discrimination among the Muslim community. Consequently, where the administration fails to respect the importance of ensuring religious freedom, there is always conflict and strife.

Sociological perceptions on religion

In sociology, there is an emphasis on the role of religion in society despite the religion tolerated or the way it is practiced (Huang and Brian H 67). Incidentally, sociologists such as Émile Durkheim have provided comprehensions that continue to have an impact on the sociological perspectives on the purposes of religion.

First, religion provides meaning and importance to life. Many aspects of life have been hard to grasp since prehistoric times and even into the current modern age. Ideas such as life and death continue to remain elusive. This is where beliefs and religion aids society in explaining most the issues that modern science cannot rationalize.

Secondly, the fact that religion strengthens societal stability and unity was among Durkheim's most essential understandings. Moreover, religion offers people a shared ideological belief system and is a fundamental instrument of socialization. Certainly, communal worship in places such as churches and mosques reinforces social bonds, brings people to fellowship, and accelerates social interaction.

Thirdly, religion ensures social order and is necessary for social control. Additionally, religion is vital for building moral behavior and encouraging good citizenship.

Conclusion

Indeed, there is no doubt on the importance of religion in society. However, there is a lot of progress that has not been achieved in establishing policies that favor both religious neutrality and freedoms. Although the U.S has been able to develop laws that defend the two aspects,

Europe is far behind and is welcoming hatred and intolerance within its boundaries. Legislation that favors one ideology while discriminating another result in disenfranchisement which is one of the ingredients for conflict. Nonetheless, cultural and religious symbolism is a contentious issue where there is no one definition of neutrality.

Works Cited

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Matthew, Erasmus. "Defining Discrimination: Employers May Sometimes Ban Staff from Wearing Headscarves." *The Economist*, 14 Mar. 2017, www.economist.com/blogs/erasmus/2017/03/defining-discrimination?zid=315&ah=ee087c5cc3198fc82970cd65083f5281. Accessed 20 Mar. 2017.