

Handout #3 - “The Prayer Session” Case Study

Your department manager has recently begun each Monday morning staff meeting with a prayer session. She asks the department members to join her by repeating a prayer out loud with her.

This has been going on for three weeks. You are uncomfortable with this and have talked with two of your associates who are also uncomfortable with the practice. You have approached your manager about eliminating the public prayer session. She has told you that she believes the prayer “unifies the staff” and is not going to eliminate it from the agenda.

1. Analyze the situation. What is going on in this example?
2. Consider the consequences. What is at stake? What are the potential consequences, if any, for the manager if she continues the practice? What about consequences for the organization?
3. Take appropriate action. Based on our organization’s Code of Conduct and ethics and compliance programs, what action(s) should you take to address the situation?