



PROTECT YOUR MISSION



IN HIS NAME 



Welcome!



“Whatever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive an inheritance from the Lord as reward. It is the Lord Christ you are serving.”

(Colossians 3:23–24 NIV)



INHISNAME 

Mark A. Griffin

Human Resources expert
President & Founder, In HIS
Name HR

Personal

- Married to Gail
- Two awesome adult children
- Outdoor enthusiast
- Author
- International mission experience

**Today's
presentation
is based on
our book –**



Strategic Partnership Vision



01.

Christian Employers Alliance (CEA)

Christian owned for-profit companies – clients nationwide

02.

Family Institute & Policy Councils

50 nationwide

03.

The Association for Biblical Higher Education (ABHE)

183 institutions U.S. & Canada
58,000 students

04.

Christian Camp & Conference Association (CCCA)

7,000 plus Members
5.5 Million People



05.

Pinnacle Forum

National network of senior leaders

06.

Christian Radio

Bridge FM~ WJTL ~ WPFL
Interviews & podcasts

07.

The Transnational Association of Christian Colleges & Schools (TRACS)

84 institutions U.S. & worldwide
27,000 students

08.

Christian Churches

200 per client area
1100 Nationwide “mega-church”

Christian Higher Education Served



Churches and Nonprofits and Served





Understanding Legal Aspects

**Employment Laws To Consider
Duty To Protect
Current Supreme Court Rulings**

A photograph of three business women in a professional setting. One woman is seated at a desk, looking at a laptop, while two others stand behind her, looking on. The image is dark and serves as a background for the title.

Critical From A Legal Perspective

1

How Is Your Organization Classified?

For-profit Christian-owned organization?

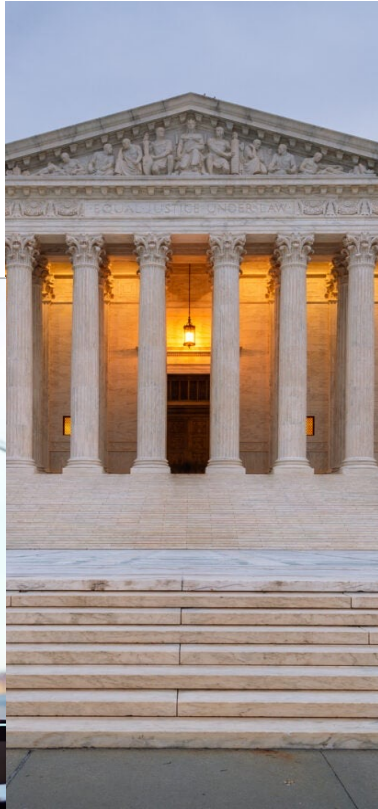
Using Faith As A Qualifier Prohibited

2

Nonprofit with "Religious Exemption"

Can Use Faith As Qualifier

Disclaimer: We are Not Attorneys



Employment Laws To Consider

The Family and Medical Leave Act
The Civil Rights Act of 1964 Title VII
The Occupational Safety and Health Act
The National Labor Relations Act
The Americans with Disabilities Act
The Age Discrimination in Employment Act

Protecting Your Organization From Harassment Claims

Faragher v. City of Boca Raton

Leaders must take “reasonable care” the supreme court has given employers a defense in some hostile environment cases. To take advantage of the defense an employer must show that it “exercised reasonable care” to prevent and correct promptly any sexually harassing behavior.

What Is Reasonable Care?

- 01 You must do something when you learn about harassment.
- 02 Leaders are responsible.
- 03 You have to pay attention.
- 04 Employees and leadership must be trained.

Surveying the Current HR Compliance and Litigation Landscape



Gerald Groff

U.S. Supreme Court ruling
Groff v. Dejoy, Postmaster General
Religious Accommodations



**Affirmative Action
Overturned**

U.S. Supreme Court rulings:
Students for Fair Admissions Inc. v.
President & Fellows of Harvard
College; Students for Fair
Admissions, Inc. v. University of
North Carolina



Lorie Smith

U.S. Supreme Court Ruling
303 Creative v. Elenis
First Amendment Case



Potential Current Litigation Yet To Reach The Supreme Court



Yeshiva University

Religious Exempt
Employer
Ban on L.G.B.T.Q. Club
New York State Supreme
Court
Appellate Division, First
Judicial Department 



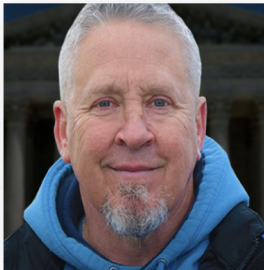
U.S. Supreme Court



Todd Schmidt

Secular College
Free Speech
"Fidelity to Truth"
Protesting
Biological Males
joining Sororities
U.S. District Court
of Wyoming 

Freedom In Action



Joseph Kennedy

Bremerton School District in Washington state violated his religious freedom. Prayer after a game.



U.S. Supreme Court

**Joseph Kennedy
Prevails!**



Jeremy Samek

Senior Counsel
Independence Law Center

School district reverses course on order to stop prayer at high school events!



Faith Based “Religious Exempt” Organizations & For Profit Christian Owned Companies



Employers Have Rights!

- 01.** Expressive Association –
Boy Scouts of America v. Dale. Right to revoke membership.
- 02.** Fidelity to Truth –
Forced Speech: Some people will say you have to use certain words (pronouns). Doesn't allow for a conscientious objector's viewpoint.
- 03.** Wedding Venues or Creative Professionals –
You do not have to give up your speech rights.
- 04.** Distinction is not discrimination –
Code of conduct at Schools. Part of the Mission is to build values in students that will continue to support the Mission of the school.
- 05.** Sexual Harassment –
You have a duty to protect Title VII. You do not adhere to Title VII if you open the bathrooms

Faith Based “Religious Exempt” Organizations

Preparing for Challenges to Your Religious Liberty Freedoms



- Ensure you have a “Doctrinal Statement”.
- This provides protection as you review applicants’ “Statements of Faith.”.
- Every non-profit may have a different threshold of faith adherence.
- We will cover more in the Culture and Values Alignment section of today’s presentation.





The Need For An Alternative DEI

Current State

- » State and local governments are adding DEI to mandated training, it could extend to contractors.
- » Many national franchise organizations are mandating franchises train staff.
- » If you get ahead of it, you control the content.
- » Our research and resources has allowed us to navigate the waters unscathed thus far.



Biblical Case

- » God Values everyone because they are created in HIS Image.
- » For God does not show favoritism. – Romans 2:11
- » Treating all people fairly is paramount.
- » Yes, indeed, it is good when you obey the royal law as found in the scriptures: love your neighbor as yourself. But if you favor some people over others, you are committing a sin. You are guilty of breaking the law. – James 2:8–9

Why is this important?

Definitions

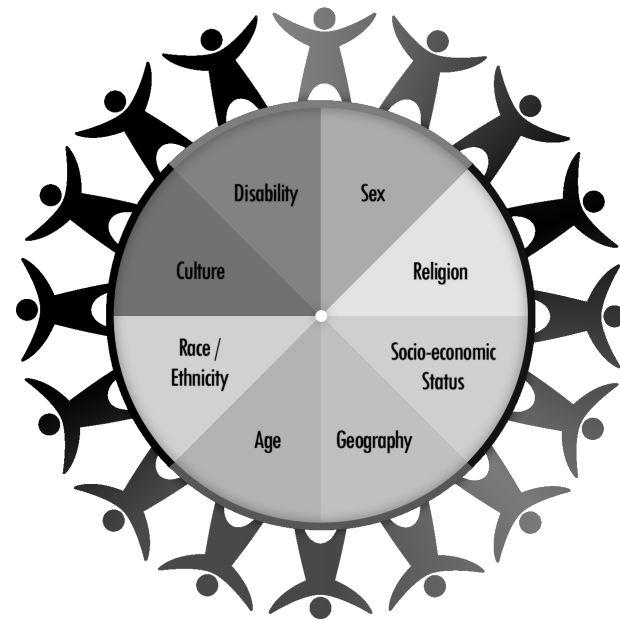
diversity

noun, plural. di-ver-si-ties

1.The quality or condition of being diverse: a band known for the diversity of its music.

The condition of having or including people from different ethnicities and social backgrounds: diversity on campus.

2.A variety or assortment: a diversity of opinions.

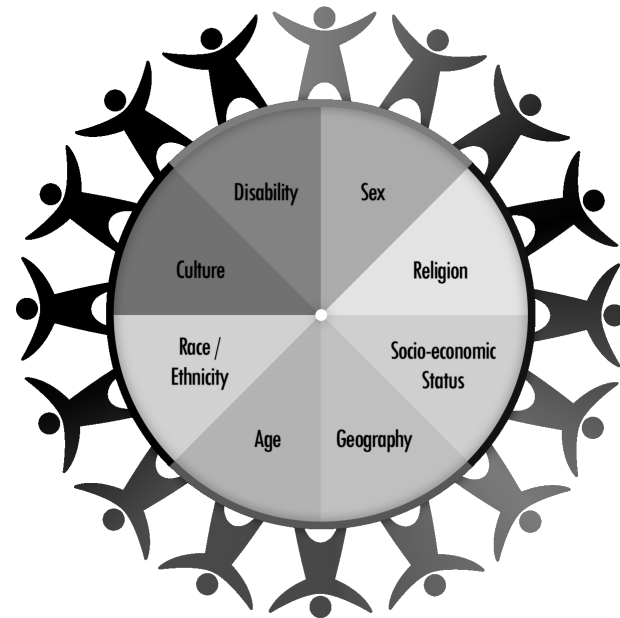


Definitions

Equity

noun. plural. equities

1. The state or quality of being just and fair.
2. Something that is just and fair.
3. Law



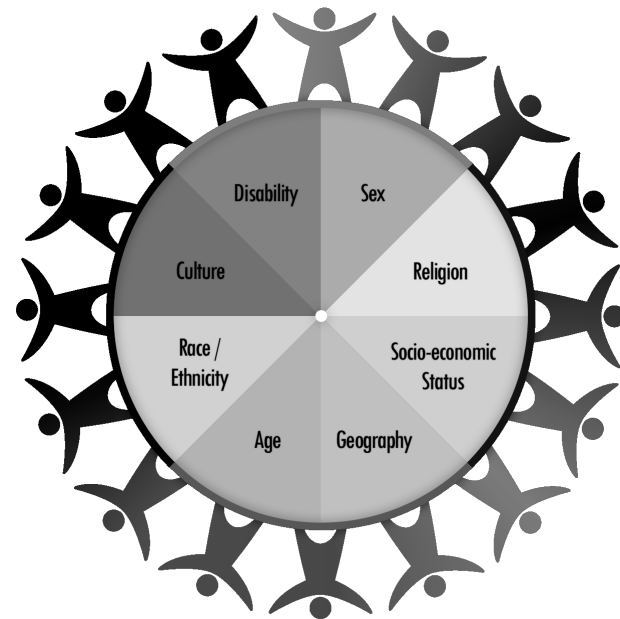
Definitions

Inclusion

noun.

1. The act of including or the state of being included.
2. Something included.
3. A solid, liquid, or gaseous foreign body enclosed in a mineral or rock.
4. A nonliving mass, such as a droplet of fat, in the cytoplasm of a cell.
5. Computers A logical operation that assumes the second statement of a pair is true if the first one is true.

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Business Case

- ✓ Twice as likely to meet or exceed financial targets.
- ✓ Three times more likely to be high-performing.
- ✓ Six times more likely to be innovative and agile.
- ✓ Eight times more likely to achieve better business outcomes.

Inclusive organizations also produce more satisfied employees. This same survey revealed that employees in these environments were likely to stay with the organization three times longer, 28% more engaged, and 51% more likely to recommend the organization to others. For 80% of individuals surveyed, diversity, equity and inclusion remain a hugely important factor when committing to a workplace.



Questions?

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