

I answered an ad for
a job as a data-entry
clerk at a faith-based
charity, but i ...



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Requiring an applicant to sign a ment of faith to affirm his or her evangelical Christian beliefs should not be viewed as religious discrimination because the intention of the charitable institution may be viewed to be for the benefit of both the institution and the applicant.

The first thing to be considered here is the nature of work. An applicant has the knowledge that the duties of a Data Entry Clerk would include working with records which may contain words that are Christian terms. With the knowledge of the nature of the work, the applicant has the prerogative if he or she should apply for the job since the applicant can very well gauge himself or herself of her capability and knowledge on the terms which he or she may come across in the field of work of a Data Entry Clerk. The applicant should have expected that the kind of work requires background on Christian terminologies thus he or she should also expect that to work with a faith-based charitable institution would mean that due to the nature of the work, the institution is prompted to test if an applicant has a background on Christian terminologies.

A benefit for the applicant in this circumstance is an advantage to be briefly oriented on what he or she would be working with. Applying for the position will handle work involving standard terminologies used by Christian institutions thus requiring the applicant to write a statement of his or her Christian faith will be a way for the applicant to demonstrate his or her extensive knowledge on dealing with data containing Christian terminologies and how he or she can be efficient as a Data Entry Clerk for the charitable institution.

Relatively, the benefit for the charitable institution is for them to determine

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the proficiency of the applicants on the terms that may be encountered in the datum that will be handled by a Data Entry Clerk. It should not be viewed as religious discrimination since the work of a Data Entry Clerk is by nature dealing with data and these data may include words that require knowledge on Christian terms.

Being a faith-based charity form of business, the institution would naturally engage more on works involving Christian activities. On this basis, requiring a statement of faith that affirms an applicant's Christian belief may be viewed as just a method employed by the charitable institution to determine the applicant's familiarity with Christian terminologies. Being a Data Entry Clerk would require an applicant to be familiar with the terms he or she would be working with and one of the methods used by the institution to determine if the applicant is qualified for the position should not be classified as a form of religious discrimination because the nature of the work calls for the applicant to be knowledgeable in Christian terminologies and this method employed does not necessarily mean that the institution is discriminating other religious affiliations of applicants. Employing this method is to simply determine if the applicant has enough knowledge on the kind of work he or she would handle and to give the employers a preliminary view if an applicant has the basic requirements so that he or she would be adept in the kind of work.

One aspect of religious discrimination is to deny a person an employment opportunity merely because of the person's religious affiliation. In this view, requiring an applicant to sign a statement of faith is not to deny him or her of an employment opportunity but should be seen plainly as the method

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employed by the institution to select applicants mainly because of the nature of the work and not as a form of discrimination of a person's religious beliefs.