

- **Accommodation :** Some states (like the US) allow some accommodation of religious practices in public life, like school prayer or religious displays during holidays.

Q.5 State zero-tolerance policies.

Ans. : Organizations can demonstrate their commitment to non-discriminatory practices by implementing zero-tolerance policies against discrimination and harassment. These policies should clearly outline the consequences of discriminatory behavior and provide mechanisms for reporting and addressing incidents of discrimination.

Q.6 What are the challenges of secular values ?

Ans. :

- **Defining morality :** Some argue that without religion, there is no objective moral compass. However, secular ethics focus on human well-being and minimizing harm.
- **Accommodation vs. Integration :** Balancing religious freedom with maintaining a secular state can be tricky. Debates arise about religious symbols in public spaces, for example.

Q.7 What are the benefits of disassociation ?

Ans. :

- **Religious freedom :** Everyone has the right to practice their faith or not, without government interference.
- **Peaceful coexistence :** By not favoring any religion, the state avoids discrimination and promotes tolerance between diverse communities.
- **Focus on the common good :** The state prioritizes laws and policies based on reason, logic and the well-being of all citizens, not religious doctrines.

Q.8 Why encouraging non-discriminatory practices is important ?

Ans. : Encouraging non-discriminatory practices is a fundamental aspect of fostering equality, justice and inclusivity within society. It involves promoting attitudes, policies and behaviors that respect and value the dignity, rights and differences of all individuals, regardless of their race, ethnicity, religion, gender, sexual orientation, disability, or any other characteristic.

Q.9 Define freedom of religion.

Ans. : **Freedom of religion :** Acceptance of all faiths upholds the fundamental right to freedom of religion for all individuals. It recognizes that everyone has the liberty to practice, propagate and profess their religion or belief system without fear of discrimination or persecution.