



RELIGIOUS ACCOMMODATION GUIDELINE

Administrative Procedure Number:

DEFINITIONS

ACCOMMODATION

The OHRC provides the right to be free from discrimination, and there is a general corresponding duty to protect the right: the “duty to accommodate”. The duty arises when a person’s religious beliefs conflict with a requirement, qualification, or practice. The OHRC imposes a duty to accommodate based on the needs of the group or which the person making the request is a member. Accommodation may modify a rule or make an exception to all or part of it for the person requesting accommodation.

CREED

RELIGIOUS DRESS

UNDUE HARDSHIP

Human Rights at Work

2.0 GENERAL PROCEDURES FOR RELIGIOUS ACCOMMODATION

2.1 Staff

2.2 Students

3.0 RESOLVED REQUESTS



ii) Students

4.6 Prayer

4.7 Dietary Restrictions

4.8 Fasting

4.9 Religious Dress

5.0 LIMITATIONS TO RELIGIOUS ACCOMMODATION

“In Catholic schools and institutions, every effort should be made to respect the faith and conscience of students or teachers who belong to other Churches or ecclesial communities. In accordance with their own approved statutes, the authorities of these schools and institutions should take care that clergy of other communities have every facility for giving spiritual or sacramental ministrations to their own faithful who attend such schools or institutions. As far as circumstances allow, with the permission of the diocesan Bishop these facilities can be offered on the Catholic premises, including the church or chapel.”

6.0 GUIDELINE FOR KIRPAN ACCOMMODATION