

Canadian Multifaith Federation (CMF)

(Formerly, Ontario Multifaith Council)
3570 Victoria Park Avenue, Suite # 207
North York, Ontario, M2H 3S2
Tel: (416) 422-1490; Fax: (416) 422-4359
www.cmfsrc.ca / cmfsrc@cmfsrc.ca

RELIGIOUS ACCOMMODATION IN ONTARIO SCHOOLS

A Tool kit for Schools and School Boards

- information about the legislative and policy context;
- strategies that a school can use to review, implement, monitor and communicate its guideline to the students, parents, employees and community members; and
- additional resources a board/school can refer to support the implementation

Religious accommodation provisions are designed to promote a respectful learning environment for all. Accordingly, a board is expected to take appropriate steps to consider requests for religious accommodation made by students and employees. The practice of an individual's religion may result in requests from the parent and/or adult student to the school and/or the board for religious accommodation(s). Similar requests for religious accommodation may come from employees within the board.

The road towards religious accommodation is a multifaceted approach that supports the students and employees in Ontario's publicly funded school boards/schools, and also draws upon policy, legislation, shared practices and community supports from organizations and individuals.

\$10.00 + (S/H extra)

For ordering

Visit www.cmfsrc.ca / or email: cmfsrc@cmfsrc.ca

Table of Contents

Executive Summary 1

About the Canadian Multifaith Federation

Introduction 1

Purpose and Context 1

The Changing Face of Ontario
Legislative and Policy Context
Understanding Creed and Religion

The Duty to Accommodate 5

Accommodation of Religious Requirements, Practices and Observances 6

School Opening and Closing Exercises
Absence for Religious Holy Days
Participation in Daily Activities and Curriculum
Prayer/Meditation
Dietary Restrictions
Fasting
Religious Attire
Photos and Identification
Symbols
Modesty Requirements for Dress in Physical Education Classes

Steps in the Religious Accommodation Process 8

Step One: Religious Accommodation Guidelines
Step Two: Communication
Step Three: Commitment
Step Four: Employee Professional Development
Step Five: Monitor and Review

Resources and Bibliography 15

Web-based Resources 15

Multifaith Organizations 16

Appendix A - Reflective Questions 17

Appendix B - Case Studies from Durham District School Board 18

Appendix C - Frequently Asked Questions - Toronto District School Board 21

Endnotes 23

