Niagara Catholic District School Board

RELIGIOUS ACCOMMODATION POLICY

STATEMENT OF GOVERNANCE POLICY

100 – Board **Policy No 100.10.1**

Adopted Date: June 15, 2010 Latest Reviewed/Revised Date: September 8, 2026

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board, the Board believes in the dignity of all individuals and their equality as children of God. In accordance with the Teaching of the Catholic Church, the Board is committed to foster a safe, inclusive and equitable learning environment that promotes acceptance and protects individuals from discrimination and harassment on the basis of their religious belief. It is understood that all students registered in Niagara Catholic schools acknowledge that the school community proclaims, celebrates and cherishes its Catholic identity and traditions and that staff will teach the curriculum from a Catholic perspective. At the same time, the schools are enriched by providing an environment that is inclusive, safe and free of barriers based on religion.

The Board acknowledges that freedom of religion is an individual right and a collective responsibility, and strives to identify, value and honour the many customs, traditions and beliefs that make up the Catholic school community. The Board will take all reasonable steps to provide religious accommodations to staff, students and their families within the framework of the gospel values, Catholic traditions, and the denominational rights of the Catholic school system.

The Board is committed to the elimination of discrimination as outlined in relevant Provincial and Federal legislation in a manner which is consistent with the exercise of its denominational rights under section 93 of the *Constitution Act, 1867* and as recognized in section 19 of the Ontario *Human Rights Code (the "Code").*

The Chief Executive Officer shall issue *Administrative Operational Procedures* for the implementation of this policy.

References:

- ***Canadian Charter of Rights and Freedoms***
- ***Constitution Act, 1867***
- ***Education Act***
- ***Education Act – R.R.O. 1990, Regulation 298, "Operation of School-General" s 27-29, under the heading "Religion in Schools"***
- ***Ontario's Equity and Inclusive Education Strategy***
- ***Ontario Human Rights Commission – Human Rights at Work***
- ***Ontario Human Rights Code***
- ***Ontario Human Rights Commission – Policy on Preventing Discrimination based on Creed***
- ***Ministry of Education - Policy/Program Memorandum No. 108, Opening or Closing Exercises in Public Elementary and Secondary Schools***
- ***Ministry of Education - Policy/Program Memorandum No. 119, Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools***
- ***Ministry of Education- Policy/Program Memorandum No. 162, Exemption from Instruction related to the Human Development and Sexual Health Expectations in The Ontario Curriculum: Health and Physical Education, Grades 1-8, 2019***
- ***Ontario Schools: Kindergarten to Grade 12: Policy and Program Requirements 2016***
- ***Multi-Faith Manual, Canadian Multi-Faith Federation***
- ***Niagara Catholic District School Board Policies/Procedures***
  - ***Equity and Inclusive Education Policy (100.10)***
  - ***Elementary Standardized Dress Code Policy (Safe Schools)(302.6.10)***
  - ***Dress Code – Secondary Uniform Policy (Safe Schools)(302.6.6)***
  - ***Opening or Closing Exercises (302.6.1) Administrative Operational Procedures***

Adopted Date:	**June 15, 2010**
Revision History:	**November 23, 2010** **June 21, 2016** **December 17, 2019** **May 25, 2022** ***September 8, 2026 *(Administrative Update)***