



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: December 17, 2019

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board (the Board), the Board is committed to the values of freedom of religion and freedom from discriminatory or harassing behaviours based on religion and will take all reasonable steps to provide religious accommodations within the legal rights afforded to the Catholic school system. Such accommodations will be provided to staff, students and their families.

The Board believes in the dignity of all people and their equality as children of God. The Board recognizes the importance of freedom of religion and strives to recognize, value and honour the many customs, traditions and beliefs that make up the Catholic community.

Freedom of religion is an individual right and a collective responsibility. The Board commits to work with the community it serves to foster an inclusive learning environment that promotes acceptance and protects individuals from discrimination and harassment on the basis of their religion.

The Board and its staff are 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”).

In accordance with the Catholic Church’s teachings, it is the policy of the Board to provide, in all its operations, an educational environment which promotes and supports diversity within its Catholic community as well as the equal attainment of life opportunities for all students, staff, parents and other members of that community.

The Director of Education 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](#)

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