

Absence for Religious Holy Days

Employees

The absences of employees are granted for the observance of religious holy days in accordance with their respective collective agreement. Staff requesting a leave should advise the school administration at, or as close as possible to, the beginning of the school year and leave should be granted in accordance with the terms of the appropriate collective agreement.

Requests for absence can be made by completing Form : HR-020.

Forms available online :

Internal DSBN Website>Departments>Human Resources> Forms.

Staff are encouraged to consult the appropriate article within their respective collective agreements.

Students

Students requesting a leave should give written notice from their parent/guardian to the school at, or as close as possible to, the beginning of the school year. Such procedures should be easy to understand and follow. Students who are absent to observe a religious holy day will be entered into Trillium under "G day, Religious Holiday".

Working Together

Respect for religious diversity is a shared responsibility. While the District School Board of Niagara works to ensure that students and staff are able to observe the tenets of their faith, it is also the responsibility of the students and parents/guardians to help the schools by providing an understanding of their particular needs. Furthermore, school staff will not assume the responsibility of monitoring a child's compliance with a religious obligation, and enforcing such practices, e.g. performing daily prayers or wearing a head covering.

Resources



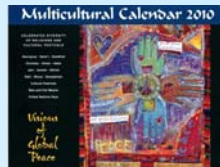
Ontario Multifaith Council on Spiritual and Religious Care (OMCSRC)

208 – 789 Don Mills Road
Toronto, ON M3C 1T5
Phone: 416-422-1490
Toll free: 1-888-837-0923
Website: www.omc.ca
Email: omcsrc@omc.ca



Ontario's Equity and Inclusive Education Strategy

Ontario Ministry of Education
Website: www.edu.gov.on.ca



Multicultural Calendar

Website:
www.multiculturalcalendar.com

Inquiries

Please email: equity@dsbn.edu.on.ca

RECOGNIZING

FAITH diversity

RESPECTING

We believe that Ontario's diversity can be one of its greatest assets. To realize the promise of diversity, we must ensure that we respect and value the full range of our differences.

~Ontario's Equity and Inclusive Education Strategy, 2009.



DISTRICT SCHOOL BOARD OF NIAGARA
Achieving Success Together



Relationships, Respect and Responsibility

The District School Board of Niagara recognizes and values the religious diversity within its community and is committed to providing a safe, respectful and equitable environment for all, free from all forms of discriminatory or harassing behaviours based on religion.

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 religious freedom for all individuals.

While the Board and its staff will take all reasonable steps to ensure freedom of religion and religious practices consistent with the Ontario Human Rights Code, it is expected that students and their families will help the Board to understand their religious needs and will work with the Board and its schools to determine appropriate and reasonable accommodations.

Creed

Creed is interpreted by the Ontario Human Rights Commission's 1996 Policy on Creed and the Accommodation of Religious Observances as "religious creed" or "religion." It is defined as a professed system and confession of faith, including both beliefs and observances of worship. Religion is broadly accepted by the OHRC to include, for example, non-deistic body of faith, such as the spiritual faiths/practices of Aboriginal cultures. Creed does not include secular, moral, or ethical beliefs or political convictions.

Accommodations

The Board is committed to providing an environment that is inclusive and that is free of barriers based on creed (religion). Accommodation will be provided in accordance with the principles of dignity, individualization, and inclusion. The Board will work cooperatively, and in a spirit of respect, with all partners in the accommodation process.

Areas of Accommodation

For many students and staff of the Board, there are a number of areas where the practice of their religion will result in a request for accommodation on the part of the school and/or the Board. These areas include, but are not limited to the following:

- School opening and closing exercises;
- Leave of Absence for Religious Holy Days;
- Prayer;
- Dietary requirements;
- Fasting;
- Religious dress;
- Modesty requirements in physical education; and
- Participation in daily activities and curriculum.

Making a Request

Staff, students and parents/guardians may make a request for a religious accommodation by submitting the request in writing to the appropriate administrator.