



Peel District School Board

Religious Accommodation: Key Facts

**2018 NSPRA National School Communications Award
Gold Medallion Award Entry
Crisis Communications**

*257 schools over three municipalities; 154,000 students
Five core communications staff*

Submitted by:

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Synopsis

As required by Ontario Human Rights Code, the Peel District School Board has provided religious accommodation to students and staff for over 15 years. In September 2016, changes were made to the operating procedure, specifically about Friday prayer accommodation for Muslim students.

At the Nov. 8, 2016, Board Meeting, five opposition delegations were heard, including presentations from students, a local Imam and a Muslim Youth Federation representative. They felt the changes restricted their religious freedom. Trustees decided to review the concerns, and later decided to reverse the changes and continue accommodation as schools had in past years.

Meanwhile, this decision resulted in extensive media coverage, which brought religious accommodation to the attention of community members, who were not aware that it was a duty of all school boards—even secular ones—to provide accommodation. The district heard from community members who believed students should not be praying in school and felt the Muslim community was being given preferential treatment. Muslim students, Trustees and the Director of Education became targets of hate speech online and in the community. Trustees received over 300 angry emails each in December alone, and members of the public—many from outside the region—began campaigns to remove religious accommodation from schools.

In February 2017, more than 300 protestors filled the board room and invited media. Board meetings came to abrupt halts while police escorted individuals out who shouted Islamophobic comments and ripped up the Quran. Protestors also organized several events including a march in the community and protests outside of Peel schools. These aggressive tactics had a large negative impact on Peel Muslim students and families who were concerned about safety.

Through a strategic information and media campaign, *Religious Accommodation: Key Facts* addressed the misinformation and Islamophobia in the community and reinforced the board's commitment to equity and inclusion. Strategies and tactics, including a *Key Facts* document and social media campaign, maintained a focus on the district's legal requirement to provide religious accommodation. As a result, the district was successful in dispelling hurtful, discriminatory myths, while also helping Muslim students feel safe again in school.

Program Overview

Background and Research

Diversity in Peel communities

The Peel District School Board is Canada's second largest public school board with more than 154,000 students in 257 schools. The district serves 1.3 million residents in three municipalities (Brampton, Caledon and Mississauga) in the Peel Region, located immediately west of Toronto. The region is one of the most diverse, fastest growing regions in Canada, with a population growth rate of 11.8 per cent from 2006 to 2011. Newcomers to Canada made up 80 per cent of this growth. Approximately 100,000 Peel district students speak a language other than English as their primary language at home. Eighty-seven per cent of people in Peel identify with a religious affiliation, with 121,500 residents who identify as Muslim. The board recognizes and values the cultural and religious diversity within our communities. Together, we work to foster equitable and inclusive learning and working environments for all.

Commitment to equity and inclusion

As part of its strategic plan, one of the Peel board's goals is to achieve inclusion for all through continuous progress on equity. This goal and the district's Equity and Inclusive Education Policy reflect the Peel board's commitment to provide and maintain safe and healthy environments conducive to learning and working for all.

As part of this commitment, and as required by the Ministry of Education, the board has established its [Religious Accommodation Operating Procedure](#) to recognize, value, broaden the awareness of, and take all reasonable steps to accommodate, the religious diversity within the board's community. If parents require an accommodation for their child, they are asked to fill out a religious accommodation form and provide it to their school principal as early in the school year as possible. Although religious accommodation at Peel schools has been in place for over 15 years, and is a legal requirement under the Ontario Human Rights Code, research determined that unless families required religious accommodation, most were not aware that religious accommodation took place in schools.

Friday prayer

Many Muslim students partake in Jumma prayer, commonly known as Friday Prayer, which takes approximately 20 minutes. Previously, students left school to attend mosque for this prayer, since accommodation wasn't available in the school. However, it was determined that the school could provide this accommodation by allowing students pray in unused classroom spaces, supervised. This alternative was much less disruptive, as students no longer had to leave school for an afternoon in order to pray for 20 minutes.

Hate campaigns in the community and beyond

Although Peel Region is known as a diverse, welcoming region, Islamophobia continues to be a challenge within the district, particularly as the number of newcomer families and negative depictions of Muslims in the mainstream media grows.

Religious accommodation in Peel was the focus of local, national and international headline news for months and led to mass protests organized by anti-immigration activists and individuals—who were later arrested and imprisoned for hate crimes—personal attacks, and disturbing delegations at board meetings. During this communication campaign, an individual even released a video inciting students to secretly videotape Muslim students participating in Friday Prayer in return for money. View the supplementary materials for examples of these campaigns.

Myths in the community

Once the community learned that the district provided religious accommodation for Friday prayer for Muslim students, misinformation quickly spread through our diverse communities by way of Islamophobic comments

and myths shared by email and on social media, flyers, petitions and protests in front of schools and in the community.

Myths included:

- **Myth:** It is illegal and/or against the Ontario Human Rights Code to provide religious accommodation.
Fact: It is a legal obligation of all employers to provide religious accommodation to the point of undue hardship.
- **Myth:** Secular school boards shouldn't be teaching religion.
Fact: The promotion of a faith is not the role of public schools, but religious accommodation is. Religion isn't being taught. Muslim students who require the accommodation to pray are leaving class for 20 minutes to pray. All other students continue their regular school routines in the meantime.
- **Myth:** Muslim students are receiving preferential treatment. Other religions should also be provided this opportunity.
Fact: Religious accommodation is provided for all religions and faiths, provided that the accommodation is a requirement of that faith and a request is made by the student's parent(s). Requests are carefully reviewed by the school and must comply with the Education Act and Ontario Human Rights Code.
- **Myth:** This isn't any different than the Lord's Prayer. Friday Prayer has no place in schools.
Fact: The Lord's Prayer was previously practised by all students, including those who did not practise that faith. Friday Prayer, on the other hand, is not a board-mandated practice for all students and only impacts students who have individually requested that particular religious accommodation.
- **Myth:** Students will not use this time to pray, and will instead use it inappropriately or dangerously.
Fact: Students are using this brief time to pray, supervised by staff.

Goal

To dispel Islamophobic myths and support a school community where all students and staff feel safe and included

Objectives

- 1) To minimize misinformation regarding religious accommodation for Friday prayer for Muslim students amongst Peel parents and communities and increase awareness of factual information among Peel parents and communities
- 2) To decrease the volume of negative interactions and feedback from parents and community members by 90 per cent, recognizing that it may not be possible to change the perceptions of all
- 3) To engage, build trust and gain support of internal and external stakeholders by increasing awareness of the board's commitment to equity and inclusion for all students and staff
- 4) To generate 250,000 views and 1,500 retweets/shares on the district's Facebook and Twitter channels from March 2017 to June 2017
- 5) To generate positive one million media impressions for the *Key Facts* campaign from March 2017 to June 2017

Analysis/Planning

After considering the cultural and religious diversity of the communities it serves, its commitment to equity and inclusion, and challenges around Islamophobia, the Peel board's Communications department developed a comprehensive crisis communications campaign, entitled *Religious Accommodation: Key Facts*.

Consultation with key stakeholders

Trustees and senior administration were consulted to establish key strategies to implement a successful internal campaign, including involving principals and vice-principals early in the campaign to help monitor feedback, and providing template materials to senior and school administration to share key messages and responses. Trustees also requested key messages they could use to communicate with their constituents.

The Peel board's **Communications Advisory Committee**, consisting of communications staff, principals and superintendents, provided feedback from schools to build a better understanding of the issue at the school level. They provided input on communication tools and key messages to best serve parents and students.

Through the Peel board's regular **Faith Leader Meetings**, attended by faith leaders from all of the major faiths practiced throughout the region, we heard that families needed communication materials that were in simple, easy-to-understand language and that they preferred to have translated information, if possible. The district worked closely with faith leaders of the Muslim faith, specifically, to ensure the resources were accurate.

Parent members of the board's **Parent Involvement Committee**—a board-level committee/super council—was consulted on existing myths within the community and the best methods to dispel them.

The Peel board held a **consultation meeting with board staff, trustees, Muslim faith leaders and a representative group of students and parents** to allow all voices to be heard and to ensure full understanding of all perspectives around religious accommodation provided for Friday Prayer. The feedback gathered at this meeting was considered when crafting messages and revising the operating procedure.

Peel staff met with employee groups to share information, consult with staff on messaging and garner support from the **employee unions, federations and associations**.

Target Audiences

Internal

- senior administration
- trustees
- principals and vice-principals
- classroom teachers
- district curriculum staff
- employee unions, federations and associations
- Peel Muslim student associations

External

- all parents of Peel board students
- parent council chairs and members
- Members of Federal and Provincial Parliament representing parents in the Region of Peel (Mississauga, Brampton and Caledon)
- Minister of Education Mitzie Hunter & Minister of Anti-Racism Michael Coteau
- regional and city councillors within Region of Peel
- Muslim faith and community organizations
- local-, ethnic-, Toronto- and Ontario-based media
- education, community and faith leaders/partners

Key messages

- There is a legal requirement for all school boards in Ontario to provide religious accommodation. It's also the right thing to do and consistent with Peel board values.
- All school boards are required to have a religious accommodation procedure.
- Religious accommodation has been taking place in Peel schools for over 15 years.
- The board does not favour one faith over another.
- Religion does have a place in secular schools, if accommodations are requested.
- Friday Prayer does not negatively impact student learning.
- There is no cost or undue hardship in providing accommodation for Friday Prayer.
- Accommodation is different depending on the family's faith and beliefs.
- Although staff will be supervising Friday Prayer, the board cannot interfere with the practice of the faith.
- There is a significant difference between the Ontario court removal of the Lord's Prayer and religious accommodation.
- The Ontario Human Rights Code has precedence over any other Code or Act.
- We want the public to understand the facts of this issue—not the opinions of some who say they are opposed to religion in public schools, but really are opposed to the practices of a single faith.

- We are appalled by the anti-Muslim rhetoric and prejudice we have seen on social media, read in emails, and heard first-hand at our board meetings.
- We must not allow hatred toward any faith group to flourish. We will not stand for that. It is not consistent with our board values, with our role as trustees, or for us as Canadians.
- **The Peel board does not tolerate any campaigns that discriminate against a faith.**

Budget

The budget for this project was approximately \$4,500 USD total, allocated to translation in 10 languages (\$4,000), and printing (\$500). No staff costs were incurred—all work was undertaken by district employees.

Communication/Implementation

Strategies

The district's Communications department implemented the following strategies:

Information campaign/Community engagement strategy

- Create a theme that clearly communicates the district's obligation to provide religious accommodation. The theme, *Religious Accommodation: Key Facts*, reinforced the board's approach to provide the families and communities it serves with the factual information about religious accommodation. The theme was developed for use in multiple languages and key communications platforms for this campaign: district website, print materials, face-to-face meetings, advertising and social media.
- Use face-to-face meetings with faith and community leaders to respond directly to questions and concerns, and gather feedback from the communities.
- Ensure a consistent approach from all 257 Peel schools by creating consistent letter templates and responses for all locations
- Ensure effective communication with diverse audiences by consulting with faith groups and translating materials into top 11 languages spoken by Peel families
- Respond to comments, questions and concerns on social media beyond work hours to dispel rumours—ensure that all misinformation is addressed immediately with clear, consistent language

Media relations strategy

- Ensure education reporters have the correct facts via ongoing conversations and news releases; identify which outlets openly discriminate against Muslim students
- Developed strong, consistent key messages and statements to provide to media
- Use designated spokespersons (Chair of the Board (Trustee), Director of Communications)

The following considerations were made to execute each strategy:

- Connect the campaign to system goals. The campaign connects directly to the following district goals:
 - Achieve inclusion for all through continuous progress on equity
 - Engage staff, parents and communities to support student success
 - Build safe, positive, healthy climates for learning and working to nurture student and staff well-being
- Assure stakeholders that the board values open, honest, two-way communication among students, staff, parents and the community. We listen and respond to needs, so that everyone is included, recognized and valued.
- Position the district as a leader in equity and inclusion with both internal and external stakeholders

Implementation (in chronological order)

November 2016 to February 2017

- Developed and shared **key messages/questions and answers** with trustees, senior administration and school administrators immediately after Nov. 8 board meeting

- Hosted a **community consultation meeting with board staff, trustees, Muslim faith leaders and a representative group of students, parents and school administrators** to allow all voices to be heard and to ensure full understanding of all perspectives around religious accommodation provided for Friday Prayer. The feedback gathered at this meeting was considered when crafting messages and revising the operating procedure.
- **Monitored and responded to feedback** received through social media accounts, email, phone calls and letters received by schools. Due to the nature of the crisis, there was a large number of volume interactions on Facebook and Twitter for the duration of the crisis. District communications staff monitored and responded to all questions and concerns at all hours of the day.
- **Designated a senior board staff member to respond** to concerns sent to trustees and/or senior administration. Communications provided **consistent messaging** for responses
- Wrote and provided **formal response letters** and **speaking points** for the district Superintendent and Chair of the Board to respond to delegations/questions from parents and community members at board meetings. The delegation and question/answer periods ran over an hour long at several board meetings.

March 2017

- Wrote, designed and produced ***Religious Accommodation: Key Facts document***
 - Content was written in easy-to-understand language and included key messages that addressed all of the main concerns we received over the course of the crisis
 - Design was consistent with district brand identity
 - Key Facts document was translated and provided in top languages spoken by Peel families. Communications staff ensured translations were clear and accurate to ensure effective delivery of consistent messages to all families.
- Created dedicated section on the district's external website—www.peelschools.org/aboutus/equity Information was also posted on all school websites.
- Crafted a **news release** for the launch of the *Religious Accommodation: Key facts* document, which was then distributed to local and ethnic media outlets. The communications department followed up with any media requests to increase exposure of the key facts document.
- Implemented a **social media campaign** on Twitter and Facebook. Tweets and posts directed the public to *Key Facts* document on the district website. Due to the high volume of negative interactions from unreasonable members of the public, the *Key Facts* document was strategically used as the district's only response to media inquiries, questions or complaints about religious accommodation.

April to May 2017

- Shared information and lobbied **politicians and organizations** including the Minister of Education, the Minister of Anti-Racism, the Mayor of Brampton, the Ontario Human Rights Commission and the Ontario Public School Boards' Association to support the district's work around religious accommodation.
- Shared information and sought the support of internal employee group unions, federations and associations.
- Held **video teleconference sessions** with all elementary and secondary administrators to share key messages and review operational aspects of religious accommodation in schools
- Shared information, key messages and updates with **faith community leaders** at district's regularly-scheduled Faith Leader meetings
- Wrote and provided **key messages for senior administration, trustees and school administrators** to make them aware of a an individual who released a video inciting students to secretly videotape Muslim students participating in Friday Prayer in return for money. This information was posted on the board website and all school websites. A news release was also drafted and shared nationally to condemn the actions of the individual who released a video inciting students to secretly videotape Muslim students participating in Friday Prayer in return for money. Provided key messages to media as needed.
- Garnered **union, federation and employee association support** resulting in public statements condemning Islamophobia in schools

Evaluation

The following outlines the campaign's success in reference to its objectives:

- 1) To minimize misinformation regarding religious accommodation for Friday prayer for Muslim students amongst Peel parents and communities and increase awareness of factual information among Peel parents and communities**
- 2) To decrease the volume of negative interactions and feedback from parents and community members by 90 per cent**

The board consistently addressed misinformation about religious accommodation through its *Key Facts* document. This resulted in multiple major news outlets addressing the misinformation and including *Key Facts* as part of their news stories (see supplementary materials).

As of June 2017, the Peel district no longer had any delegations or questions posed at board meetings related to religious accommodation. Peel staff and schools saw a significant decrease in community/parent concern letters after the *Religious Accommodation: Key Facts* document was shared in March. Trustees did not receive any complaint emails from community members/parent—a significant decrease from over 300 received in January 2016. In fact, board staff and trustees received over 100 emails of support for the board's work around religious accommodation.

- 3) To engage, build trust and gain support of internal and external stakeholders by increasing awareness of the board's commitment to equity and inclusion for all students and staff**

As a result of ongoing communication and interactions with stakeholders through social media, face-to-face meetings with Muslim students, faith leaders and community members and the sharing of information with key internal and external stakeholders, we were able to build strong relationships based on mutual respect and trust.

In March 2017, six key stakeholders provided letters of support for our work around religious accommodation and equity and inclusion, including the Ontario, Human Rights Commission, Minister of Education, and three district unions/federations/employee groups. Many community members and employees attended board meetings to show their support for inclusion. We shared these endorsements with media, which resulted in major, positive news coverage in major television and print media. The Mayor of Brampton Linda Jeffrey also advocated in support of the district's work (see supplementary materials).

In May 2017, the National Council of Canadian Muslims recognized the Peel District School Board for standing up for human rights (see supplementary materials).

- 4) To generate 250,000 views and 1,500 retweets/shares on the district's Facebook and Twitter channels from March 2017 to June 2017**

Through the *Key Facts* social media campaign, targeted Facebook posts received 525,000 views, along with hundreds of direct messages and over 500 shares. On Twitter (@Peelschools), the campaign had 1,200 retweets and over 3,000 replies and direct messages in a four-month span.

- 5) To generate one million positive media impressions for the *Key Facts* campaign from March 2017 to June 2017**

The campaign generated over 1.8 million positive media impressions focusing on religious accommodation and the *Key Facts* campaign in tier one newspapers and television stations. News media ran multiple stories and follow-up stories directly related to the campaign. As the campaign grew, the Peel board positioned itself as a provincial leader in equity and inclusion, extending our media reach to the provincial and national level (see supplementary materials).

Supplementary materials

Background/Research

Initial news coverage that sparked concerns about religious accommodation in the community

At the Regular Meeting of the Board on Nov. 8, 2016, five different groups delegated in opposition of the changes, including a student, a local Imam and a representative from the Muslim Youth Federation. They felt that the changes were discriminatory towards Muslim students and restricted their religious freedom.

Below are news articles about the opposition to the board's religious accommodation changes.

Muslim community slams Peel District School Board over 'stigmatizing' Friday prayer restrictions
<http://www.cbc.ca/news/canada/toronto/muslim-community-slams-peel-district-school-board-over-stigmatizing-friday-prayer-restrictions-1.3842892>

Delegates say Peel board's stance on censoring sermons troublesome for Muslim students
<https://www.mississauga.com/news-story/6956606-delegates-say-peel-board-s-stance-on-censoring-sermons-troublesome-for-muslim-students/>

Muslim community slams Peel District School Board over 'stigmatizing' Friday prayer restrictions

The Peel District School has suspended the policy after complaints from students, religious leaders

Nick Boisvert · CBC News · Posted: Nov 08, 2016 11:50 PM ET | Last Updated: November 9, 2016



Muslim Community slams Peel School Board over Friday prayer restrictions - @PeelSchools thanks for listening!



Negative community responses to religious accommodation—media articles

Following the initial coverage of the religious accommodation procedure, misinformation began to spread in the community regarding religious accommodation. While many opposed the accommodation in general, many people/groups targeted the Muslim community's Friday Prayer accommodation specifically.

Below is a selection of news articles and social media posts that show the negative perception of religious accommodation from members of the public and the impact on the Muslim community.

Link to video of ripping of the Quran during a Regular Meeting of the Board:

<https://twitter.com/syedimam/status/845104266104754181>

Viewed 24,000 times – only one of many posts of this video.

Man convicted of hate crime delegates board:

<http://www.dailymotion.com/video/x58euuq>

Let's not turn our schools into mosques

<http://torontosun.com/2016/12/02/lets-not-turn-our-schools-into-mosques/wcm/15eb3487-d2c0-4d81-89c3-a95be02619f5>

Why this Mississauga mom fears for her son's safety at school prayers

<http://www.cbc.ca/radio/asithappens/as-it-happens-thursday-edition-1.4088551/why-this-mississauga-mom-fears-for-her-son-s-safety-at-school-prayers-1.4088561>

Video offering \$1K reward for recordings of Muslim students praying ignites fears

<http://www.cbc.ca/news/canada/toronto/muslim-students-praying-video-peel-1.4048991>

Anxiety intensifies in Toronto's suburbs as anti-Muslim rhetoric escalates

<https://www.theglobeandmail.com/news/toronto/anxiety-intensifies-in-peel-as-anti-muslim-rhetoric-escalates/article34714564/>

Anxiety intensifies in Toronto's suburbs as anti-Muslim rhetoric escalates



A proleter of religious accommodations in Peel Region schools who was barred entry to the Peel District School Board meeting April 12 in Mississauga, shouts at a group called Brampton Against Fascism.
GLENN LOWISON/THE GLOBE AND MAIL

Negative community responses to religious accommodation—emails

Trustees received over 300 email complaints from community members opposing the changes in the month of December. Below is a sample of the email complaints.

Dear [REDACTED]

As a concerned resident of your ward, I would like to bring to your attention my concerns over the recently introduced Religious Accommodation – Jummah Policy of the Peel District School Board.

First, I congratulate the Board on creating a policy that mandates schools across the Region to ensure religious accommodation for Jummah Prayers is provided. While a Policy that provides for the accommodation of Jummah is beneficial, I have several areas of concern that I hope the Board will address.

I believe that limitations to religious practices and free speech or additional burdens on students above the Student Code of Conduct are discriminatory and unfair.

It is my hope that the Peel Board of Education will eliminate any provisions in the Policy that unfairly target Muslim students by burdening them with responsibilities above the Student Code of Conduct. Imposing a review process of Muslim students's worship sends a message to the students that the Board has a right to treat them with suspicion because of their religious beliefs.

As a democratic institution, the Peel District School Board must uphold the highest standards of individual rights as protected by the Charter of Rights and Freedoms and the Ontario Human Rights Code.


Sincerely,

Negative community responses to religious accommodation—petitions



<https://www.change.org/p/pdsb-director-immediate-discontinuation-of-religious-congregation-and-faith-clubs-in-pdsb-public-schools>

change.org Start a petition Browse Membership Q Log in

Immediate discontinuation of religious congregation and faith clubs in PDSB public schools



6,924 have signed. Let's get to 7,500!





-  Carolyn McMannis signed this petition
-  Tom Celik signed this petition

Negative community responses to religious accommodation—social media

 **Zari Gill** @guftagoz · 30 Mar 2017
@PeelSchools let's bring the BIBLE back to our schools
#religiousaccommodation legally required and open to all @ContextTV @tagtv


 **Dave Schofield** @ITWorkz_Schoey · 30 Mar 2017
Replying to @mikebrumell @CBCToronto @PeelSchools
The answer is simple, no **religious accommodation** in public schools. Cannot afford it & it is divisive.

 **Sue-Ann Levy**   

So I'm assuming you won't mind if I talk to my Peel rabbi friends about arranging an early Shabbat service in your schools every Friday.

Brian Woodland @brian_woodland
Replying to @TrusteeMcDonald @PeelSchools
every day.All belong.All welcome. All included. That's the foundation to inspire success, confidence and hope

7:46 PM - 4 Apr 2017

16 Retweets 27 Likes 

 **Mohammed Hashim** @mohashim · 25 Mar 2017
@PeelPoliceMedia why hasn't he been charged with hate speech??
@StewartBellNP @Colinfreeze @PeelSchools

 **AJ+**  @ajplus
A man tore up a Quran and yelled hate speech at a school board meeting.

1:27

 1  31  17 


Implementation

Initial news release to explain religious accommodation procedure changes

Peel board to update religious accommodation procedure to better support needs of students:
<http://www.peelschools.org/media/newsreleases/Pages/Article.aspx?art-id=1691>


Social media campaign to address misinformation

Rizwana Upal Retweeted

 **Peel District School Board** @PeelSchools · 14 Mar 2017

Saddened by sharing of misinfo about our inclusive **religious accommodation** proc. that protects Human Rights. Unsure? Ask. #YoureWelcomeHere


6 31 63

 **RK** @Patel_bole · 29 Mar 2017

Love your diversity where you stop Christian Prayer and Impose other community accommodation in name of #HumanRights @PeelMom @PdsbParents [twitter.com/PeelSchools/st...](https://twitter.com/PeelSchools/status/834123456789)

This Tweet is unavailable.

1 6 7

 **Peel District School Board** @PeelSchools **Following**

Replying to @Patel_bole

you know this isn't true. Christian prayer was broadcast to everyone. This accommodation is individual and private. #KeyFacts

4:43 AM - 30 Mar 2017

 **Peel District School Board** @PeelSchools **Following**

Replying to @JPY_Kurdish

all faiths have access to the same Religious Accommodation procedure under the Human Rights Code. Your tweet is misleading.

6:42 AM - 14 Mar 2017



Peel Mother @PeelMom · 27 Mar 2017

@PeelSchools How many schools in Peel continue to have boys and girls only classrooms? Seems like It's a prevalent practise in Malton. Thanks

1 1 4



Peel Mother @PeelMom · 27 Mar 2017

@brian_woodland Would you share how many Malton and other Peel schools have a boys and girls only classroom. Thanks

1 1 3



A happy Canadian @hatepolitics_ · 28 Mar 2017

are you serious ?

1



Peel Mother @PeelMom · 28 Mar 2017

Yes indeed. Morning Star school has gender segregated classes @brian_woodland list of schools pls

2 1



Peel District School Board

@PeelSchools

Following

Replying to @PeelMom @hatepolitics_ @brian_woodland

these are not in place as a response to religious accommodation requests.

2:10 PM - 28 Mar 2017



Varsha Naik @VarshaNaik2 · 22 Mar 2017

Religious Accommodation Key Facts Sheet being presented to the 30+ faith leaders in building understanding, inclusion @PeelSchools



Peel District School Board @PeelSchools · 25 Mar 2017
 Friends, we appreciate your support as we stand for inclusion in a storm of misinformation, hate & fear. You are #PeelFam. #YouAllBelongHere



Canadian human rights commission | My Canada includes everyone.

14 103 241

d bhatt @T4955 · 25 Mar 2017
 Everbody welcomes "Inclusion" but not religious accomodation pertaining to faith clubs & religious congregations. Canada first

1 3 7

Peel District School Board @PeelSchools **Following**

Replying to @T4955

you're wrong. Not everyone welcomes inclusion & most people agree with religious accommodation because we should all be welcome here

5:58 PM - 25 Mar 2017

A happy Canadian @hatepolitics_ **Follow**

Replying to @PeelSchools

give the person a day off for religious activities. That is accommodation. Is it not?

6:35 PM - 24 Mar 2017

1 1 1

Tweet your reply

Peel District School Board @PeelSchools · 24 Mar 2017
 Replying to @hatepolitics_
 and does this not negatively impact their education? It's 10-15 minute out of the entire school day.

1 3

A happy Canadian @hatepolitics_ · 24 Mar 2017
 when the classes are stopped, does that not negetively impact? Students tell us what is happening in school.

1 1 1

Peel District School Board @PeelSchools · 24 Mar 2017
 classes do not stop--myth. Signing off for the evening.

1 1

Key facts resource

Communications staff wrote, designed and produced *Religious Accommodation: Key Facts document*

- Content was written in easy-to-understand language and included key messages that addressed all of the main concerns we received over the course of the crisis
- Design was consistent with district brand identity
- Guide was translated and provided in top 11 languages spoken by Peel families. Communications staff ensured translations were clear and accurate to ensure effective delivery of consistent messages to all families.

A news release was produced to share the document with media and the district's communities: <http://www.peelschools.org/media/newsreleases/Pages/Article.aspx?articleid=1773>

The following pages include the double-sided English document, along with samples of the translated versions.

RELIGIOUS ACCOMMODATION: KEY FACTS



There has been a lot of talk lately about religious accommodation in the Peel District School Board. Debate and conversation are welcomed. But with this issue there has often been an effort to counter a clear legal requirement with deliberate misinformation. That is not acceptable. We take our legal obligations seriously, as we do our board commitment to genuine inclusion. We want all students to feel safe and welcomed—that is the foundation for their personal excellence. To help clarify, here are some important facts that are often misinterpreted.

FACT: There is a legal requirement for all school boards in Ontario to provide religious accommodation. It's also the right thing to do and consistent with Peel board values.

Religious accommodation is required under the Ontario Human Rights Code, as referenced in Section 11. Specifically, the Ontario Human Rights Commission (OHRC) states that, *"Employers, service providers, unions and housing providers have a legal duty to accommodate people's beliefs and practices."*

FACT: All school boards are required to have a religious accommodation procedure.

All Ontario school boards—public and Catholic—are legally required to offer religious accommodation (as per the OHRC) and have a religious accommodation procedure in place (as per the Ministry of Education's 2009 Provincial Equity and Inclusive Education strategy). For students under the age of 16, the parent/guardian must request the accommodation.

FACT: Religious accommodation has been taking place in Peel schools for over 15 years.

Religion is not and has never been banned in schools—religious accommodation has been a requirement of school boards for many years. As required by the Ministry of Education, the Peel board has had a formal religious accommodation procedure since 2012. For over a decade before that, the board provided legally required religious accommodation through an established process. During the 2016-17 school year, the procedure was updated.

FACT: Trustees have heard and continue to listen to the public regarding religious accommodation.

Trustees have accepted many delegations and have heard from those for and against Friday Prayer accommodation. Their role is to make policy decisions for the entire community they serve. However, there was no 'decision' for trustees on Friday Prayer—religious accommodation is a legal requirement, and the Religious Accommodation Operating Procedure is administrative, not a board policy.

Delegations are only one way to be heard. You can also express your opinion to your local trustee. Find out who your local trustee is at www.peelschools.org/trustees

FACT: The board does not favour one faith over another.

We have heard concerns that by providing accommodations for Friday Prayer, the board favours the Muslim community. Not only is this untrue, it is insulting to the board and to our Muslim community.

Religious accommodation is for all faiths. Faith is personal, and the honouring of faith is different by faith, and by person. The board is required to accommodate based on personal faith practice, not in comparison with other faiths.

FACT: Religion does have a place in secular schools, if accommodations are requested.

The promotion of a faith is not the role of public schools, but religious accommodation is. According to the OHRC, *"The duty to accommodate also is not negated simply because a person or organization thinks a belief or practice is unreasonable or objectionable, or because an organization operates in the secular public sphere. The Supreme Court of Canada has said that a secular state respects and accommodates religious differences, instead of trying to extinguish them."*

FACT: Friday Prayer does not negatively impact student learning.

Friday Prayer has no impact on other students in the class. The focus remains on achieving personal academic excellence. For the students who request accommodation to pray, the board has clear and specific guidelines to minimize disruption to their learning and the learning of others. We try to find a time when students are already out of class—lunch for example—or if in class, 15 minutes at the start or finish of the class. If parents have any concerns, they should contact their principal or vice-principal.

FACT: There is no cost or undue hardship in providing accommodation for Friday Prayer.

There is no cost in providing accommodation for Friday Prayer. Students use an already open space for 15 to 20 minutes and they are supervised by a staff member who volunteers their time. The accommodation does not result in more portables or create a problem for space in the school.

The OHRC states, *"The duty to accommodate people's creed beliefs and practices should not be limited or denied because of such factors... third-party preferences, business inconvenience, or collective agreements or contractual terms."* *"Accommodation need not be provided if it causes undue or excessive hardship. However, some degree of hardship is acceptable."*

Under the Code, there is no case for undue hardship to accommodate Friday Prayer.

FACT: Accommodation is different depending on the family's faith and beliefs.

Religious accommodation is different based on the beliefs and requirements of the faith. Requests are carefully reviewed by the school and must comply with the Education Act and Ontario Human Rights Code. The board has a legal requirement to provide accommodation to the best of our ability.

According to the OHRC, *"The duty to accommodate is about more than providing the most appropriate accommodation in the circumstances. It is also about engaging in a meaningful, good-faith process to assess needs and find appropriate solutions. Failing to carry out either component appropriately may be discriminatory."*

By providing accommodation at the school, time away from the classroom is reduced and students have more time for in-class learning, which supports success.

FACT: There is also a legal requirement for the board to allow religious clubs at the request of students.

The board can't discriminate by student interest, including faith. We must treat all student interests equally. We can't treat religion differently than any other interest in the creation of a student club. There are many such clubs in schools based on student interest. These clubs follow the rules of any other extracurricular club or activity. Membership in religious clubs must be open to all students.

FACT: Although staff will be supervising Friday Prayer, the board cannot interfere with the practice of the faith.

The law is clear—the board cannot interfere in the practice of faith. Students choose where to sit and how they pray. There is always a staff supervisor present and the student Khutbah (reflection) will always be in English.

FACT: There is a significant difference between the Ontario court removal of the Lord's Prayer and religious accommodation.

The Lord's Prayer was previously practised by *all* students, including those who did not practise that faith. Friday Prayer, on the other hand, is not a board-mandated practice for all students and only impacts students who have individually requested that particular religious accommodation.

FACT: The Ontario Human Rights Code has precedence over any other Code or Act.

According to the OHRC, *"The Code has primacy - or takes precedence - over all other provincial laws in Ontario. Where a law conflicts with the Code, the Code will prevail."*

FACT: The Peel board does not tolerate any campaigns that discriminate against a faith.

It has been frustrating and disheartening to see what is often hatred and prejudice towards a single faith group disguised in a supposed campaign about religion in schools. No one has expressed concern about school-wide celebration of Diwali, or that we provide vegetarian options in food, or post posters acknowledging all major faith days, including Christmas. This is a campaign against Islam — counter to the laws of the Country, the Ontario Human Rights Code, and our board values.

Translated version of Key Facts



استيعاب الاحتياجات الدينية: حقائق رئيسية

يدير في الأونة الأخيرة الكثير من الكليات حول استيعاب الاحتياجات الدينية في مجلس مدارس منطقة بيل إنترا ورحب بالفتن والحوار، لكن بالنسبة لهذا الضيفه كانت هناك عدة محارلة للضيفه المطلب قانوني، واضح، وذلك من خلال تضليل مطلق، وهذا امر غير مقبول. فمن نذات الزامات القانونية على مامل الجد في الوقت الذي نترجم فيه كمجلس بملق مع حقوقي، إذ تريد أن تشتر جمع الطلاب بهم آمنون ومرتب بهم، فهذا هو الأساس الذي يبنى عليه نترجم الشخصي، لفرص الأمل، فيما يلي بعض الحقائق الهامة التي عادة ما يشاء فيها.

حققة: هناك مكتب قانوني من جميع مجلس المدارس في أونتاريو يعنى بطي استيعاب الاحتياجات الدينية، وهذا هو الصواب، وهو ما يتفق مع قيم مجلس منطقة بيل.

إن استيعاب الاحتياجات الدينية مطلب مله قانوني، حقوق الإنسان في أونتاريو، كما أنشئ إليه في المادة 11، وعلى وجه الخصوص تنص لجنة حقوق الإنسان في أونتاريو (OHRC) على أن "الحقوق والواجبات على أرباب العمل، وعضو الخدمات، والقطاعات، وعضو خدمات الإنسان يملئ عليهم استيعاب احتياجات الأشخاص المتعلقة بمعتقداتهم وممارساتهم."

حققة: جميع مجلس المدارس متعلقة بأن تكون لديها إجراءات لاستيعاب الاحتياجات الدينية.

جميع مجلس المدارس في أونتاريو العامة والكنائحية متعلقة قانونياً باستيعاب الاحتياجات الدينية (وفقاً للجنة حقوق الإنسان في أونتاريو)، ولديها إجراءات واجبة التنفيذ لاستيعاب الاحتياجات الدينية (وفقاً لآثار اللجنة العادلة للسلطة والتعليم التامل 2009 الصادر عن وزارة التربية والتعليم) بالنسبة للطلاب (تحت سن 16، يجب على الوالد(ة) والوالدة أن يطلب استيعاب الاحتياجات الدينية).

حققة: استيعاب الاحتياجات الدينية أمر ساري في مدارس بيل منذ أكثر من 15 عاماً.

لا يُبلع ولم يسبق أن بلع الدين في المدارس، فاستيعاب الاحتياجات الدينية شرط في مجلس المدارس منذ سنوات عديدة، وبناء على مطلب هو الحد الأدنى للثقة والاحترام، وضع مجلس منطقة بيل إجراءات رسمية لاستيعاب الاحتياجات الدينية منذ عام 2012، وأكثر من عقد من الزمان قبل ذلك. كان المجلس يتوسع الاحتياجات الدينية المتطورة قانونياً من خلال عملية غير رسمية، وقد تم خلال العام الدراسي 2016-2017 تحديث الإجراءات.

حققة: لقد سمع الأسماء ولا يزالون ينصتون للتعلم فيما يتعلق باستيعاب الاحتياجات الدينية.

لقد استقبل الأسماء واسموا الكثير من الوالد التي كان بعضها مع استيعاب كافة مساهمة الجماعة وبعضها الآخر ضدها، وإن دور الأبناء هو الحد الأدنى للثقة والاحترام، ووضع مجلس منطقة بيل إجراءات رسمية لاستيعاب الاحتياجات الدينية منذ عام 2012، وأكثر من عقد من الزمان قبل ذلك. كان المجلس يتوسع الاحتياجات الدينية المتطورة قانونياً من خلال عملية غير رسمية، وقد تم خلال العام الدراسي 2016-2017 تحديث الإجراءات.

إن تشكيل لجان ودعوة من الطرق لإسماص صوتك، وبمفك أيضاً الصبر عن رأيك لأنك الممثل المنتخب في منطقتك. www.peelschools.org/trustees

حققة: لا يتقبل المجلس دعوة على أخرى.

لقد سمعنا مدفون ببل المجلس بمتنصاته لسانة الجماعة يفضل الجالية المسلمة، وهذا ليس فقط غير منصف، بل هو إهانة للمجلس والجمالية المسلمة أيضاً.

الاستيعاب الاحتياجات الدينية أمر ينطبق على جميع الديانات، إن الدين أمر شخصي، وتختلف طريقة تعظيم الملة بسبب البيئة نفسها. ويسبب التنس، والمجلس، طلب استيعاب الاحتياجات الدينية بناءً على المعاملة التمييزية للدين، وليس بناءً على العقيدة بالديانات الأخرى.



மதங்களுக்கு இடமளித்தல் முக்கிய விடயங்கள்

பேல் மாவட்ட பட்டாசலைச் சபையில் மதங்களுக்கு இடமளிப்பது தொடர்பாக அண்மையில் அதிக பேர்பட்டி வகுக்கிறது. விவாதங்களும் கலந்துரையாடல்களும் வரவேற்கப்படுகின்றன. ஆனால், இந்தப் பிரச்சினையில் அடிக்கடி வேண்டுகோள்கள் எழுப்பப்பட்டு வருவதால், ஒரு தெளிவான சட்டத்தியான தேவைவந்து தவிராது என நினைப்பதற்கு முயற்சி ஒன்று மேற்கொள்ளப்பட்டு வருகின்றது. இது ஏற்றுக்கொள்ளக் கூடியதல்ல. உண்மையான உள்நாட்டுக்காக எழுத சபை உறுதியளிப்பதற்கு (பேல்), எங்களுடைய சட்டத்தியான கூட்பாடுகளுக்கும் நாம் முக்கியத்துவம் கொடுக்கின்றோம். அனைத்து மாணவர்களும் பாதுகாப்பாக இருப்பதாகவும், வரவேற்கப்படுவதாகவும் உணர்வேண்டுகோள் எழுப்பப்படுகிறது – அவர்களையும் நம்பிப்பட்டுக் கொண்டு அதுவே அத்தியாவாரம். இதைத் தெளிவுப்படுத்த உதவுவதற்காக, அடிக்கடி தவிராது விளங்கிக்கொள்ளப்படுகின்ற முக்கியமான விடயங்கள் இவை:

உண்மை நிலை: மதங்களுக்கு இடமளிக்கவேண்டிய சட்டத்தியான தேவை ஒன்று ஒன்றாறியேவரவில்லை அனைத்துப் பட்டாசலைகளுக்கும் உள்ளது. அதுவே செய்வதற்குச் சரியான விடயமுமாகும், அத்துடன் பேல் சபையின் பெறுமானங்களுக்கு ஏற்படாமையுமாகும்.

ஒன்றாறியேவர மனத உரிமைகள் சட்டக் கோவைகள் கீழ், பிரிவு 11 இன்படி மதங்கள் ஏற்றுக்கொள்ளப்படவேண்டுமெனக் கோடுக்கொள்ளப்படுகின்றது. குறிப்பாக, ஒன்றாறியேவர மனத உரிமைகள் ஆணையம் (OHRC), "வேலை வழக்குகள், சேவை வழக்குகள், தொழிற்சங்கங்கள் மற்றும் குடியிருப்பு வசதி வழக்குகளுக்கு மற்றவர்களுடைய மத நம்பிக்கைகளையும் தடைமுறைகளையும் ஏற்றுக்கொள்ளவேண்டிய ஒரு சட்டத்தியான கடைசியாக உடனடி நடவடிக்கைகளைத் தடுத்தல்"

உண்மை நிலை: அனைத்துப் பட்டாசலைச் சபைகளுக்கும் மதங்களுக்கு இடமளிக்க ஒரு தடைமுறையை வைத்திருக்கப்பட்டு கோடுப்படுகின்றன.

ஒன்றாறியேவர பட்டாசலைச் சபைகள் அனைத்தும் – அரசு மற்றும் கத்தோலிக்க - (OHRC) இன்படி மதங்களுக்கு இடமளிக்கப்பட்டு சட்டத்தியான வேண்டுகோள்கள். அத்துடன், (கல்வி அமைச்சர் 2009 மாகாண சபத்துவம் மற்றும் உள்நாட்டுக் கல்வி முறைப்பாடுகள்) மதங்களுக்கு இடமளிக்க ஒரு தடைமுறையை வைத்திருக்கவேண்டும். இந்த இடமளிப்புக்காக பதிராது (16) வயதுக்குட்பட்ட மாணவர்களுக்கு அவர்களது பெற்றோர்/பாதுகாப்புக் கோரிக்கையிடவேண்டும்.



宗教融融: 重要事实

最近在皮尔区教育局有许多关于宗教融融的讨论。我们欢迎大家进行辩论与对话，但在这一问题上，常有人故意散布不实消息，试图用明确的法律来阻止。这是我们所不能接受的。我们非承认认真地履行自己的法律义务，也同样遵守教育局对于真正包容的承诺。我们希望所有学生都能感到安全与关爱——这正帮助每位学生取得卓越成就的基础。为了做出澄清，我们在此特列出了一些常常遭到误解的重要事实。

事实: 法律要求安大略省的所有教育局都需要提供宗教融融。这是正确的做法，也符合皮尔区教育局的价值理念。

宗教融融受到安大略省人权法案的保障，在第 11 章节中涉及到了此内容。具体来说，安大略省人权委员会 (OHRC) 规定：“雇主、服务提供者、工会和住房提供者都有法律义务为人们的信仰和习俗提供融融。”

事实: 所有教育局都需要拟定一套宗教融融的程序。

安大略省所有教育局——包括公立和天主教——都需要依照法律提供宗教融融 (根据 OHRC 的规定) 并采取一套宗教融融程序 (根据教育 2009 年颁布的省级公平与包容教育战略)。对 16 岁以下的学生，家长/监护人必须按其要求融融措施。

事实: 宗教融融已在皮尔区的学校中实行了 15 年以上。

宗教融融现在没有、也从来没有在学校中被禁止——宗教融融作为教育局提出的一项要求已有多年历史。根据教育局的要求，皮尔区教育局从 2012 年开始实行一套正式的宗教融融措施。在那之前的十多年时间里，教育局通过一套既定流程提供法律上规定的宗教融融。在 2016-2017 学年度，这套程序得到了更新。

事实: 理事已经听取、并将继续倾听公众对宗教融融的意见。

教育局理事已经接待了许多代表团，并就周五礼拜日一事听取了支持和反对双方的意见。他们的职责是为所服务的整个社区作出政策决定。但是，各位理事在周五礼拜日一事上并没有决策权——宗教融融是一项法律要求，宗教融融操作程序属于行政命令，而非教育局作出的决策。

代表团只是表达意见的一种途径，您还可以向当地的理事表达您的意见。要查看您当地的理事，请访问 www.peelschools.org/trustees

事实: 教育局并没有偏向某个特定的宗教信仰。

我们已经注意到一些人士表达的关切，说提供周五礼拜日的宗教融融措施表明教育局偏向穆斯林社区。事实并非如此，同时，这对教育局和我们的穆斯林社区也是一种冒犯。

宗教融融面向所有信仰。信仰是个人事务，对信仰的尊重依照不同的信仰和个人都会有所不同。教育局是依据个人的信仰习俗提供融融，而非在不同信仰间厚此薄彼。



ਪਾਰਮਿਕ ਅਨੁਕੂਲਤਾ: ਮੁੱਖ ਤੱਖ

ਹਾਲ ਹੀ ਵਿੱਚ ਪੈਲ ਡਿਸਟ੍ਰਿਕਟ ਸਕੂਲ ਬੋਰਡ ਵਿੱਚ ਪਾਰਮਿਕ ਅਨੁਕੂਲਤਾ ਬਾਰੇ ਕਾਫ਼ੀ ਚਰਚਾ ਹੋਈ ਹੈ। ਵਿਚਾਰ-ਵਾਦਾਂ 'ਤੇ ਕੇਂਦਰਿਤ ਦਾ ਸਵਾਗਤ ਕੀਤਾ ਜਾਂਦਾ ਹੈ। ਪਰ ਇਸ ਮੁੱਦੇ ਦੇ ਨਾਲ ਵਿੱਕ ਸਾਰ ਕਾਨੂੰਨੀ ਖੋਜ ਦਾ ਜਵਾਬ ਦੇਣ ਲਈ ਅਕਸਰ ਜਾਣ-ਬੁੱਝ ਵੇ ਗਲਤ ਖੋਜ ਦਾ ਜਤਨ ਕੀਤਾ ਗਿਆ ਹੈ। ਇਹ ਮੁਦਾਨੇ ਨਹੀਂ ਹੈ। ਅਸੀਂ ਆਪਣੇ ਕਾਨੂੰਨੀ ਕਰਜ਼ੇ ਨੂੰ ਉਸ ਤਰ੍ਹਾਂ ਹੀ ਕੀਰਤਾ ਨਾਲ ਕੈਦਾਂ ਜਿਵੇਂ ਅਸੀਂ ਦਾਸਤਵਿਕ ਸਮਾਂਦੇ ਦੇ ਲਈ ਸਾਡੇ ਬੋਰਡ ਦੀ ਦਰਨਕੰਪਤਾ ਨੂੰ ਕੈਦਾਂ 'ਚ ਅਸੀਂ ਚਾਹੁੰਦੇ ਹਾਂ ਕਿ ਸਾਰੇ ਵਿਦਿਆਰਥੀ ਸੁਰੱਖਿਅਤ ਅਤੇ ਸਵਾਗਤ ਕੀਤਾ ਗਿਆ ਮਹਿਸੂਸ ਕਰਨ - ਜੇ ਕਿ ਉਹਨਾਂ ਦੀ ਵਿਅਕਤੀਗਤ ਉੱਤਮਤਾ ਦੀ ਬੁਨਿਆਦ ਹੈ। ਸਮੱਰ ਵਰਨ ਵਿੱਚ ਮਦਦ ਕਰਨ ਲਈ ਇਹ ਮੁੱਤਦਪੂਰਨ ਤੱਖ ਹਨ, ਜਿਹਨਾਂ ਦਾ ਆਸਰ ਗਲਤ ਮਤਲਬ ਲਗਾਇਆ ਜਾਂਦਾ ਹੈ।

ਤੱਖ: ਉਨਟਾਰੀਓ ਦੇ ਸਾਰੇ ਸਕੂਲ ਬੋਰਡਾਂ ਦੇ ਲਈ ਪਾਰਮਿਕ ਅਨੁਕੂਲਤਾ ਮੁੱਦਾਵਾਂ ਕਰਨ ਦੀ ਕਾਨੂੰਨੀ ਖੋਜ ਹੈ। ਇਹ ਪੈਲ ਬੋਰਡ ਮੁੱਦਾ ਨਾਲ ਵਿਚਾਰਾ ਹੈ 'ਤੇ ਅਕਸਰ ਕਈ ਸਹੀ ਕੰਮ ਹੋ ਸਕਦੇ ਹਨ।

ਮੁੱਖ 11 ਵਿੱਚ ਵਰਦਾ ਵਿੱਚ ਅਨੁਸਾਰ, ਉਨਟਾਰੀਓ ਵਿਊਨ ਰਾਈਟਸ ਖੋਜ ਦੇ ਤਹਿਤ ਪਾਰਮਿਕ ਅਨੁਕੂਲਤਾ ਦੀ ਖੋਜ ਹੈ। ਮਸ ਕਰ ਕੇ, ਉਨਟਾਰੀਓ ਵਿਊਨ ਰਾਈਟਸ ਕਮਿਸ਼ਨ (ਐਚਆਰਐਚ) OHRC ਕਹਿੰਦਾ ਹੈ ਕਿ, "ਰਾਜਪਾਲਤਾ, ਸੇਵਾ ਮੁੱਦਾਵਾਂ ਕਰਦਾਵੇਂ ਵਾਲੇ, ਬੁਨਿਆਦਾਂ 'ਤੇ ਵਿਚਾਰਿਸ ਪ੍ਰਦਾਨ ਕਰਦਾਵੇਂ ਵਾਲਿਆਂ ਦਾ ਖੋਜ ਦੇ ਵਿਚਾਰਾਂ 'ਤੇ ਸਮਾਜਿਕ ਕਰਨ ਦਾ ਕਾਨੂੰਨੀ ਕਰਜ਼ਾ ਹੈ।"

ਤੱਖ: ਸਾਰੇ ਸਕੂਲ ਬੋਰਡਾਂ ਦੀ ਇਕ ਪਾਰਮਿਕ ਅਨੁਕੂਲਤਾ ਵਿਧੀ ਹੋਣ ਦੀ ਖੋਜ ਹੈ।

ਉਨਟਾਰੀਓ ਦੇ ਸਾਰੇ ਸਕੂਲ ਬੋਰਡਾਂ, ਪਬਲਿਕ ਅਤੇ ਡੇਵੇਲੋਪਮੈਂਟ ਦੀ ਕਾਨੂੰਨੀ ਤੌਰ ਤੇ ਪਾਰਮਿਕ ਅਨੁਕੂਲਤਾ (ਐਚਆਰਐਚ ਦੇ ਅਨੁਸਾਰ) ਪੇਸ਼ ਕਰਨ ਦੀ ਅਤੇ ਪਾਰਮਿਕ ਅਨੁਕੂਲਤਾ ਦੀ ਕਾਰਨਵੀ (ਸਿੱਖਿਆ ਮੰਤਰਾਲੇ ਦੀ 2009 ਦੇ ਸੁਝਾਈ ਵਿਊਟੀ ਮੰਤਰਾਲੇ 'ਤੇ ਸੁਝਾਈ ਸਿੱਖਿਆ ਵਰਨੀਵੀ ਅਨੁਸਾਰ) ਹੋਣ ਦੀ ਖੋਜ ਹੈ। 16 ਸਾਲ ਦੀ ਉਮਰ ਤੋਂ ਘੱਟ ਦੇ ਵਿਦਿਆਰਥੀਆਂ ਲਈ, ਮਾਮਿਕ/ਸਲਪਤਾ ਨੂੰ ਅਨੁਕੂਲਤਾ ਦੇ ਲਈ ਖੋਜੀ ਕਰਨੀ ਚਾਹੁੰਦੀ ਹੈ।

ਤੱਖ: 15 ਤੋਂ ਵੱਧ ਸਾਲਾਂ ਤੋਂ ਪੈਲ ਸਕੂਲਾਂ ਵਿੱਚ ਪਾਰਮਿਕ ਅਨੁਕੂਲਤਾ ਕੀਤੀ ਜਾ ਰਹੀ ਹੈ।

ਪਰਮ ਸਕੂਲਾਂ ਵਿੱਚ ਪ੍ਰਤੀਬਿੰਦ ਨਹੀਂ ਹੈ ਅਤੇ ਕਦੇ ਵੀ ਪ੍ਰਤੀਬਿੰਦ ਨਹੀਂ ਕੀਤਾ ਗਿਆ ਹੈ। ਪਾਰਮਿਕ ਅਨੁਕੂਲਤਾ ਕਈ ਸਾਲਾਂ ਤੋਂ ਸਕੂਲ ਬੋਰਡਾਂ ਦੀ ਖੋਜ ਰਹੀ ਹੈ। ਸਿੱਖਿਆ ਮੰਤਰਾਲੇ ਦੁਆਰਾ ਖੋਜ ਦੇ ਅਨੁਸਾਰ, 2012 ਤੋਂ ਪੈਲ ਬੋਰਡ ਦੀ ਵਿੱਕ ਰਾਸ਼ੀ ਪਾਰਮਿਕ ਅਨੁਕੂਲਤਾ ਵਿਧੀ ਹੈ। ਇਸ ਤੋਂ ਪਹਿਲਾਂ ਵਿੱਕ ਵਰਦਾ ਕਈ ਵਾਰ ਨੇ ਵਿੱਕ ਸਮਾਮਿਤ ਪ੍ਰਬਿੰਦਿਆਂ ਦੇ ਕਈ ਵਰਨੀਵੀ ਤੌਰ ਨਾਲ ਖੋਜੀ ਦੀ ਪਾਰਮਿਕ ਅਨੁਕੂਲਤਾ ਮੁੱਦਾਵਾਂ ਕਰਦੀ ਸੀ। 2016-17 ਸਕੂਲੀ ਸਾਲ ਦੇ ਦੌਰਾਨ, ਕਾਰਨਵੀ ਦੀ ਨੀਤੀਕਰਨ ਕੀਤਾ ਗਿਆ ਸੀ।

ਤੱਖ: ਵਾਦੀਆਂ ਨੇ ਜਨਤਾ ਤੋਂ ਪਾਰਮਿਕ ਅਨੁਕੂਲਤਾ ਬਾਰੇ ਸੁਝਾਈ ਦੇ ਅਤੇ ਸੁਝਾਈ ਨਹੀਂ ਕੀਤੀ ਹੈ।

Evaluation

Positive response from key stakeholders—provincial government and ministers

The following is a joint letter from the provincial Minister of Education and Minister responsible for anti-racism, as well as the media coverage that followed.

Joint Letter From Minister of Education Mitzie Hunter and Minister Responsible for Anti-Racism Michael Coteau

March 23, 2017

Ontario is a diverse province, strengthened by our desire to share and learn from one another. We cannot stress enough our commitment to fostering an education system where all students, parents, staff and members of the school community feel safe, welcomed and respected in our schools.

To be clear, all school boards are required to have a religious accommodation guideline in place to help boards establish open, fair and transparent processes for considering individual requests. We encourage parents and students to have an ongoing dialogue with their schools if an accommodation is required or whether there are concerns. While it is our expectation that all public school boards comply with the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code, we know that hate continues to spread, even in the most diverse regions of our province.

That's why our government released *A Better Way Forward: Ontario's 3-Year Anti-Racism Strategic Plan*. This is a whole-of-government approach to combat systemic racism, with specific targets to address Islamophobia. We need to all work together to strengthen relationships with racialized communities through community collaboration. This is an important step towards addressing systemic racism in our public institutions, as well as other forms of discrimination.

We know that the Peel District School Board has been working closely with their students and the community for more than a decade on religious accommodation in their schools and we are pleased to see their commitment to inclusion. Our Equity and Inclusive Education Strategy is also available to support the education community identify and remove discriminatory biases and systemic barriers in order to support student achievement and well-being, honour diversity, and affirm respect for all in our schools.

Realizing the promise of Ontario's diversity is a continuous process grounded in actively respecting and valuing the full range of our differences.

Muslim prayers in schools get provincial endorsement following intense meeting

<https://www.thestar.com/news/queenspark/2017/03/23/muslim-prayers-in-schools-get-provincial-endorsement-following-intense-meeting.html>

The Ontario Human Rights Commission posted a policy statement to clarify misconceptions that the Human Rights Code did not allow for religious accommodation in schools. In fact, the Code states that organizations have a duty to accommodate to the point of undue hardship.



English | Français

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Home > Policy statement on religious accommodation in schools

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- Duty to Accommodate
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- Example 6- Charter right v. Charter right: Niqab case

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- Embedding human rights in children's education
- Creed and the duty to accommodate: A checklist for accommodation providers

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Policy statement on religious accommodation in schools

+ show tags ▼ language

Education providers are responsible for many things, including delivering a curriculum, managing the various other aspects of educational services, ensuring student safety, fostering pluralistic environments that respect human rights, and managing tension and conflict as they arise in the school setting. Schools ought to be a place for healthy discussions about acceptance and where a diversity of views can co-exist. Educators should communicate messages about difference in a fair and respectful manner and be sensitive to the views of everyone protected by the Ontario *Human Rights Code*. Students, staff and parents should realize that they cannot reasonably expect their own views and beliefs to be respected if they are not willing to respect the views and beliefs of others.

The Ontario *Human Rights Code* (*Code*) has always recognized the importance of protecting religious freedom. Under the *Code*, organizations, including education providers, have a duty to maintain environments free from discrimination and harassment based on creed. Education providers are responsible for accommodating creed-related needs to the point of *undue* hardship. However, some degree of hardship is acceptable.

The *Code* lists only three considerations when assessing whether an accommodation would cause undue hardship:

- Cost;
- Outside sources of funding, if any; and/or
- Health and safety requirements, if any.

No other factors can be properly considered. For example, business inconvenience, employee morale, third-party preferences, *etc.* are not valid factors in assessing whether an accommodation causes undue hardship.

The duty to accommodate requires that the most appropriate accommodation be determined and provided, again, to the point of undue hardship. Accommodation is considered appropriate if it results in equal opportunity to enjoy the same level of benefits and privileges experienced by others, or if it is proposed or adopted to achieve equal opportunity, and meets the individual's creed-related needs. The most appropriate accommodation is the one that:

- Respects dignity (including autonomy, comfort and confidentiality);
- Responds to a person's individualized needs; and
- Allows for integration and full participation.

In 2015, the Ontario Human Rights Commission (OHRC) published its *Policy on preventing discrimination based on creed* (Creed Policy). The Creed Policy is the OHRC's official interpretation of what the rights and responsibilities set out in the *Code* mean as they relate to the ground of creed. The OHRC's policies set standards for how organizations should act to ensure compliance with the *Code*. They are frequently cited and applied by the Human Rights Tribunal of Ontario and other legal decision-makers.

The OHRC's Creed Policy provides practical examples of how the creed-based protections under the *Code* operate in everyday life. For example, it looks at how the duty to accommodate applies in situations where a person is adversely affected and prevented from observing

See full article: <http://www.ohrc.on.ca/en/policy-statement-religious-accommodation-schools>



Positive response from key stakeholders—Muslim community

In May 2017, the National Council of Canadian Muslims recognized the Peel District School Board for standing up for human rights:

National Council of Canadian Muslims recognizes Peel board for human rights

<https://www.mississauga.com/news-story/7308330-national-council-of-canadian-muslims-recognizes-peel-board-for-human-rights/>

National Council of Canadian Muslims recognizes Peel board for human rights

NEWS May 11, 2017 by Jason Spencer Mississauga News



The National Council of Canadian Muslims recognized the Peel District School Board as well as education director Tony Pontes and communications director Brian Woodland for standing up for human rights. Trustee Robert Cracker attended the recent event where the awards were presented. - Metroland file photo

Those on the front lines of the controversy that unfolded in the Peel District School Board this school year over religious accommodation have been awarded for their stance.

Positive response from key stakeholders—Brampton Mayor sends message of support



Linda Jeffrey @LindaJeffrey · 14 Mar 2017

On @CTVNews to discuss the misinformation around **religious accommodation** at @PeelSchools



Positive response from key stakeholders—employee unions, federations and associations

District unions, federations and employee groups representing teaching and school staff provided statements and attended board meetings in large numbers to show their support.



April 05, 2017 13:51 ET

Local and Provincial CUPE leaders pen open letter to Peel School Board Community in wake of Islamophobic incidents

MISSISSAUGA, ONTARIO—(Marketwired - April 5, 2017) - Earlier today, in the wake of several Islamophobic and Anti-Muslim acts taking place in Peel Region, Local and Provincial CUPE Leaders issued an open letter to all members of the Peel District School Board Community. The full text of this letter is below.

An Open Letter to the Peel District School Board Community

In recent weeks, Canadians have been rightly shocked by media reports of Islamophobia and hate being directed against members of the Peel District School Board (PDSB) community.

Unfortunately, the widely publicized, Islamophobic rhetoric and actions of some in the public galleries at the Peel District School Board's March 22nd meeting is just one in a series of hate-filled incidents experienced by our school community over the last few months.

From vile attacks on elected school board trustees in public forums and a barrage of ugly comments on social media to the direct targeting of our students by 'YouTube bounty', our community is experiencing behavior that is not only deplorable but dangerous.

As education workers, we expect our employer, the Peel District School Board, to ensure our rights under the Ontario Human Rights Code and the Canadian Charter of Rights and Freedom are respected. This is what we want for ourselves, we desire for all others, and especially for our students.

As education workers and members of CUPE, we stand in full support of the PDSB's effort to ensure students' human rights are respected in our schools.

We also know that the hateful rhetoric and actions we're seeing have nothing to do with the steps taken by the PDSB to ensure students' rights.

They are meant to intimidate and spread hate.

Those who seek to explain away this behaviour as some normal part of a debate on accommodation are at best disingenuous and at worse, deceitfully trying to normalize bigotry.

There is nothing normal about the spewing of hatred, anger and Islamophobia.

It is wrong and it must stop.

As education workers, we do not tolerate bullying, hatred or Islamophobia in the hallways of our schools. As residents of Peel and members of CUPE Ontario, we will not tolerate it in our public Board meetings or in our broader political discourse.

But how should our community confront those behind these disgusting attacks when it is perfectly clear they want to elicit a response and gain attention? In other words, how do we not feed the trolls?

These are real tactical response questions that are unlikely to get easier in our current political climate, but there should never be a question about where we all stand when confronting hate in our community.

For us in CUPE, that is the easy answer.

First, we stand with and we will stand up for, the students of Peel District School Board. Each and every one of them deserves a safe, supportive school environment where they can learn, free from discrimination, bullying or hatred. As education workers, providing them with that environment is our foremost goal and we will always stand up for our students.

In that effort, we stand with the Peel District School Board against those who are spreading Islamophobia at our Board. We stand with the Board in demanding an end to hateful behaviour that is antithetical to creating a learning environment focussed student success. We stand with



Caroline Speers
@carolspeers

Following

So impressed at the union/federation/staff support at @PeelSchools board meeting! We all "Stand against hate" together



Caroline Alphonso
@calphonso

Following

Teachers and support workers at @PeelSchools meeting showing support against anti-Muslim rhetoric.



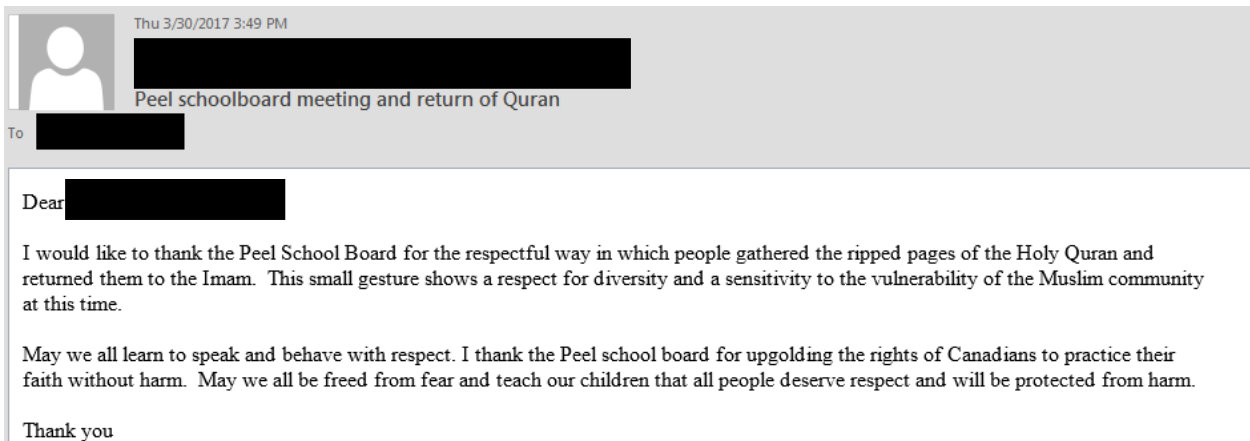
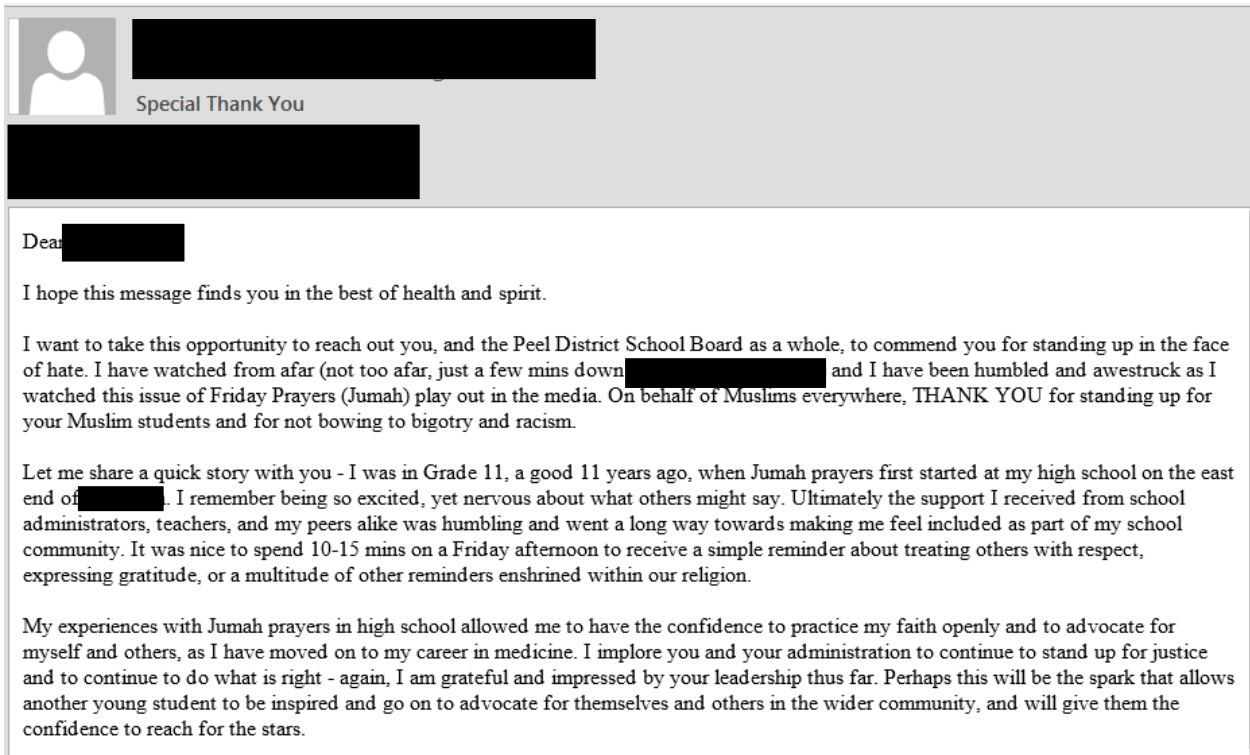
See full article: <http://www.marketwired.com/press-release/local-provincial-cupe-leaders-pen-open-letter-peel-school-board-community-wake-islamophobic-2208066.htm>


OSSTF/FEESO condemns Islamophobia and hatred: <http://www.osstf.on.ca/en-CA/news/mr-apr-04-2017.aspx>

ETFO supports Peel Board in standing firm against Islamophobia: <http://www.etfo.ca/AboutETFO/MediaRoom/MediaReleases/Pages/ETFO%20supports%20Peel%20Board%20in%20standing%20firm%20against%20Islamophobia.aspx>


Positive response from key stakeholders—community emails, messages and letters of thanks

Board staff and trustees received over 100 letters of thanks, below are some examples.



 **Equity_DDSB**  @equity_DDSB · 29 Mar 2017

Just read the @peelschools **Religious Accommodation: Key Facts** document. Brilliant - very well said. Be proud of the work you are doing!

  8  23 

 **Peel District School Board**  @PeelSchools Following

Peel board takes on religious accommodation misinformation with Key Facts. Learn more: [peelschools.org/media/newsrele ...](https://peelschools.org/media/newsrele...)

8:59 AM - 22 Mar 2017

102 Retweets 106 Likes         


 5  102  106 

 Tweet your reply

 **msvulicaspell** @msvulic · 23 Mar 2017
Replying to @PeelSchools
I'm glad you called this so called campaign what it is: Islamophobia. We don't do hate at peel schools. Good for you.

 1   2 

 **Peel District School Board**  @PeelSchools · 23 Mar 2017
not everyone who's raised a concern is, but it's a definite theme. Disheartening.


   

 **Mrs Neal** @MrsNeal0 · 22 Mar 2017
Replying to @PeelSchools
Thank you @PeelSchools. FACT.





 **Ruchika G** @RGothoskar Following

.@PeelSchools did a really great thing last night by allowing for religious accommodation for students/staff of all faiths. Miss this board!

 **Carla Pereira** @Carla_Pereira2
Fortunately, I don't need to be reminded about how great @PeelSchools students are because I see it first-hand every day. Miss these grads!

 **Mohammed Hashim** @mohashim · 13 Mar 2017

Thank you @brian_woodland @PeelSchools @LindaJeffrey for your principled support for Charter Rights. U make Canada strong. #nohate

 2  40  37 

Positive media articles

Toronto Star Editorial: <https://www.thestar.com/opinion/editorials/2017/03/14/peel-board-is-right-to-condemn-anti-muslim-protest-editorial.html>

Toronto Star: <https://www.thestar.com/news/gta/2017/03/22/peel-school-board-issues-fact-sheet-to-quell-misinformation-on-religious-accommodation.html>



Globe and Mail article (national): https://www.theglobeandmail.com/news/toronto/a-community-divided-the-fight-over-canadian-values-threatens-to-boil-over-in-peel/article34852452/?utm_source=twitter.com&utm_medium=Referrer:+Social+Network+Media&utm_campaign=Shared+Web+Article+Links

Global TV: Despite RiseCanada.com protests, Peel school board allows Muslim prayers
<https://www.youtube.com/watch?v=c7PNI21gysM>