

ISSUE 9

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## Faith/Religious Accommodation?

Why

Mention "the duty to accommodate" and most HR

information that spells out how to seek accommodation in various situations and what the deadlines are

Pfleiderer and Salvador have met with Queen's Chaplain and

Multiculturalism has a long history in Canada and is supported by a broad framework of laws. Canada was the first country in the world to adopt multiculturalism as an official policy, to underline the value of pluralism including the rights of Aboriginal peoples and Canada's two official languages. The policy became law in 1988, and last year (2013) marked the 25<sup>th</sup> anniversary of the **Canadian Multiculturalism Act.** The Act recognizes the diversity of Canadians – in regards to race, national or ethnic origin, colour and religion – as a fundamental characteristic of Canadians while working to achieve the equality of all Canadians in the economic, social, cultural, and political life of Canada.

The Canadian demographic landscape has changed significantly since 1988. Recent data from the 2011 National Household Survey also illustrates that:

Canada has a foreign-born population of approx. 6,775,800, representing 20.6% of total population – highest portion among G8. In addition to English & French, more than 200 languages were reported as mother tongue. Proportion of population who reported religious affiliations other than Christian – spiritual beliefs. With the new hospital currently under

- 2012-2013 Annual Report on the Operation of the Canadian Multiculturalism Act
- Canadian Human Rights Act (Section 2 and Section 15(2)), R.S.C., 1985, c. H-6
- " Disability Rights in the Workplace: Understanding Duty to Accommodate." **Gender Works.** Canadian Union of Public Employees, 7 May 2006. Web. 17 June 2014. <a href="http://www.genderwork.ca/unions\_equity/cupe/CUPE\_disability\_rights\_duty-to-accommodate.pdf">http://www.genderwork.ca/unions\_equity/cupe/CUPE\_disability\_rights\_duty-to-accommodate.pdf</a>
- Dean, Kathy Lund, Scott R. Safranski, and E. Scott Lee.
  "Religious Accommodation in the Workplace: Understanding Religious Identity Threat and Workplace Behaviors in Legal Disputes."
  Employee Responsibilities and Rights Journal 26.2 (2014): 75-94.
  Web. 17 June 2014.

Ontario Human Rights Commission (OHRC)

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The Queen's University Equity Office

Queen's University Mackintosh-Corry Hall, Room B514 Kingston, ON Canada K7L 3N6

Tel: 613 533-2563 Fax: 613 533-2031

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