



## Faith/Religious Accommodation? Why

Mention "the duty to accommodate" and most HR

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

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 –



2012-2013 Annual Report on the Operation of the

(Section 2 and Section  
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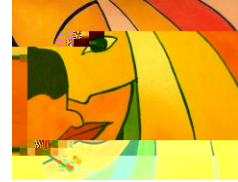
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Ontario Human Rights Commission (OHRC)

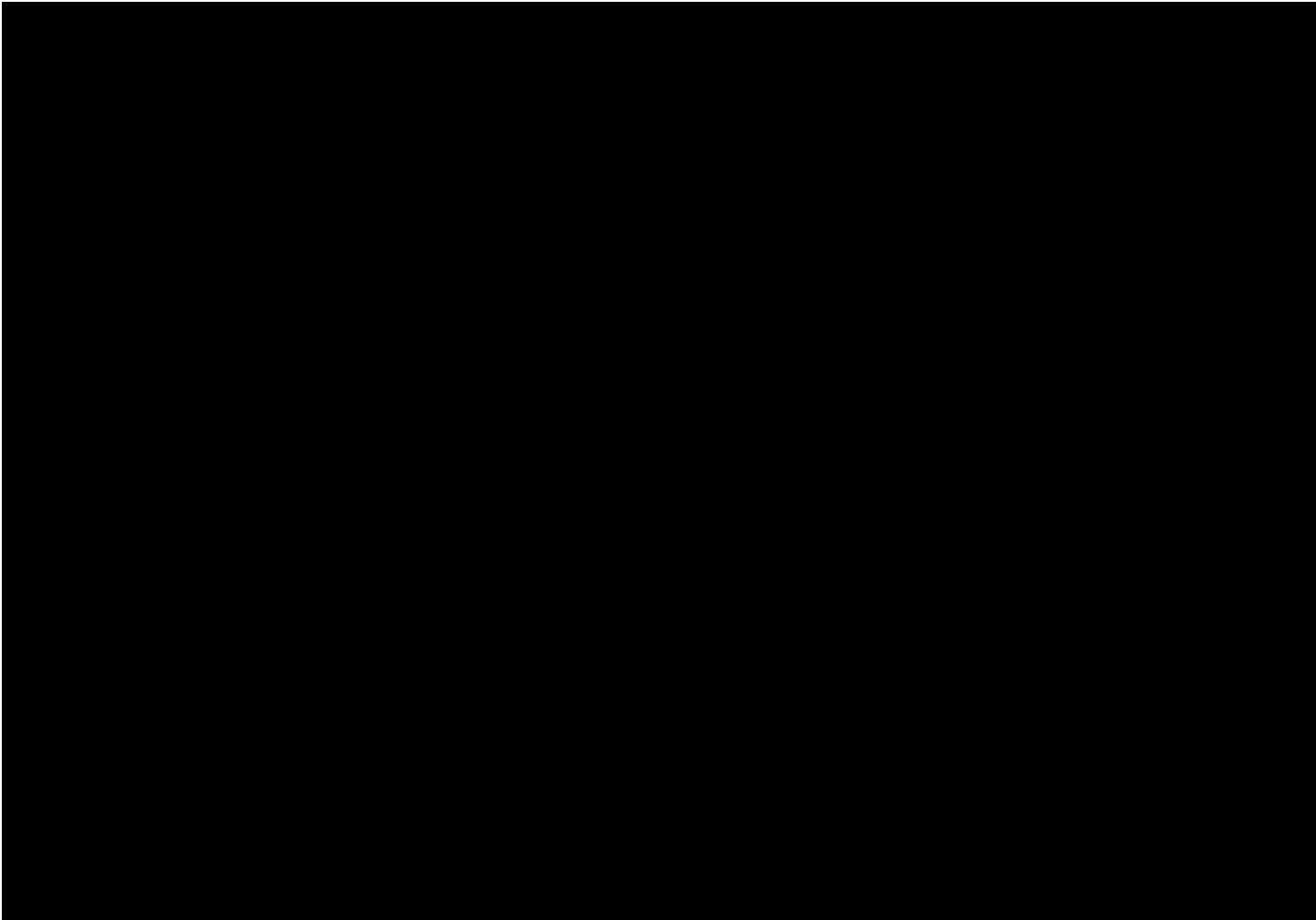
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**Tests 1 and 2:**

