FAQ Accomodating Holy Days

Why Accomodate?

The Ontario Human Rights' Code [1] protects people from adverse effect discrimination based on their personal religious or creed beliefs, practices or observances, provided they are sincerely held.

The Office of Diversity and Human Rights (DHR) provides an annual list of major religious observances.

Do I Have to Accomodate my staff or student's personal religious or creed beliefs, practices or observances?
Yes. The University of Guelph has a duty to accommodate people’s sincerely held creed beliefs.

I’ve never heard of this religious or creed belief, practice, or observance - can I ask for this information?

It is not necessary for someone to show that the belief, practice or observance is:

- An “essential” element of the creed
- Required or recognized as valid by religious officials or “official” creed teachings
- Consistent with the beliefs, practices or observances of others of the same faith

As a general rule, the accommodation provider should:

- Take requests for accommodation in good faith, unless there is evidence the request is not genuine
- Limit requests for information to those reasonably related to assess needs, limitations or restrictions, and make the accommodation.

Where Do I Find More Information?

- The University’s policy on religious accommodation for students can be found at: [http://www.uoguelph.ca/undergrad_calendar/c08/c08-accomrelig.shtml](http://www.uoguelph.ca/undergrad_calendar/c08/c08-accomrelig.shtml) [2].
- The Human Resources policy pertaining to leave for observing obligatory religious holy days can be found at: [https://www.uoguelph.ca/hr/staff-faculty-hr-policies-all-employees/501-leaves-absence-all-staff](https://www.uoguelph.ca/hr/staff-faculty-hr-policies-all-employees/501-leaves-absence-all-staff) [3]

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Links:
[2] [http://www.uoguelph.ca/undergrad_calendar/c08/c08-accomrelig.shtml](http://www.uoguelph.ca/undergrad_calendar/c08/c08-accomrelig.shtml)
[3] [https://www.uoguelph.ca/hr/staff-faculty-hr-policies-all-employees/501-leaves-absence-all-staff](https://www.uoguelph.ca/hr/staff-faculty-hr-policies-all-employees/501-leaves-absence-all-staff)