

CONTENTS

Acknowledgements	xi
<hr/>	
Section 1: Religious Diversity, Legislation, and Policy	1
Diversity and Religious Pluralism in Manitoba’s Schools	1
Building Inclusive Schools	2
Introduction	4
Manitoba’s Legislation and Policy	5
Definitions	6
Instruction in Religion, Religious Exercises, and Patriotic Observances	9
Requests for Accommodation	10
Unresolved Requests	10
<hr/>	
Section 2: Accommodation Guidelines	11
Areas of Accommodation	11
General Religious Accommodation Guidelines and Procedures	12
<hr/>	
Section 3: Religious Diversity Fact Sheets	23
Introduction to the Religious Diversity Fact Sheets	23
Religious Diversity in Canada	25
Religious Diversity in Manitoba	26
First Nations, Métis, and Inuit World Views/Indigenous Spirituality	30
Introduction and Foundational Beliefs	30
Respectful Use of First Nations, Métis, and Inuit (FNMI) Cultural Symbols	32
Accommodation that May Be Requested for Indigenous Spiritual Observances	33
Resources and References	40
Bahá’í	41
Introduction and Foundational Beliefs	41
Religious Accommodations that May Be Requested	42
Resources and References	44
Buddhism	45
Introduction and Foundational Beliefs	45
Religious Accommodations that May Be Requested	47
Resources and References	48

Christianity	49
Introduction and Foundational Beliefs	49
Diversity of Christianity	50
Religious Accommodations that May Be Requested	52
Apostolic or Oneness Pentecostals	57
Introduction and Foundational Beliefs	57
Church of Christ, Scientist	60
Introduction and Foundational Beliefs	60
Overview	61
Resources and References	63
The Hutterian Brethren (Hutterites)	63
Introduction and Foundational Beliefs	63
Mennonites	67
Jehovah’s Witnesses	69
Seventh-Day Adventist Church	72
Resources and References	74
Hinduism (Hindu Dharma)	75
Introduction and Foundational Beliefs	75
Religious Accommodation for Hindus	77
Resources and References	81
Humanism	82
Introduction and Foundational Beliefs	82
Resources and References	83
Islam	84
Introduction and Foundational Beliefs	84
Religious Accommodation for Islam	87
References and Resources	106
Jainism	108
Introduction and Foundational Beliefs	108
Religious Accommodation for Jains	111
Resources and References	114
Judaism	115
Introduction and Foundational Beliefs	115
Religious Accommodations for Judaism	120
Resources and References	130
Rastafari	131
Introduction and Foundational Beliefs	131
References and Resources	136

Sikhism	137
Introduction and Foundational Beliefs	137
Resources and References	147
Zoroastrianism	149
Introduction and Foundational Beliefs	149
Resources and References	151
<hr/>	
Section 4: Religious Holy Days	153
Diversity of Religious Calendars	153
First Nations, Métis, and Inuit	155
Bahá'í	155
Buddhism	155
Christianity	157
Hindu	163
Humanist Church, Canadian Humanist Association	164
Islam	164
Jainism	166
Judaism	166
Sikhism	167
Wicca	168
Zoroastrian	168
<hr/>	
Section 5A: Frequently Asked Questions	169
The presence of a sincerely held belief is the basis by which religious accommodation decisions are guided.	169
Request for Accommodation by Students	170
Religious Practice: Prayer	170
Religious Practice: Accommodation for Prayer in School (Islam)	173
Accommodation for School Dress Codes	173
Accommodation for School Activities	175
Assessment and Evaluation: Music	177
School Curricula	178
Religious (Sacred and Holy) Texts	184

Section 5B: Case Scenarios	185
Case Scenario 1: Smudging in Classrooms and Schools	186
Description	186
Considerations	186
Resolution	188
Case Scenario 2: Accommodation for Modesty Requirements in Physical Education	189
Description	189
Considerations	189
Resolution	190
Case Scenario 3: Accommodating an After-School Christian Youth Club	191
Description	191
Considerations	193
Case Scenario 4: Accommodation for Religious Beliefs/Values with Respect to the Music Curriculum	196
Description	196
Considerations	196
Resolution	198
Case Scenario 5: Accommodation for Attendance at <i>Salat Aljum'a</i> Friday Congregational Prayers Held During Noon or Instructional Time	199
Description	199
Considerations	199
Resolution	201
Case Scenario 6: Accommodation for the Wearing of Religious Symbols	202
Description	202
Considerations	202
Resolution	203
Case Scenario 7: Accommodation for Gender Segregation	204
Description	204
Considerations	204
Resolution	205
Case Scenario 8: Accommodation for the Teaching of Evolution in the Science Curriculum	206
Description	206
Considerations	206
Resolution	208

Section 6: Forms and Procedures	209
Reasonable Accommodation of Religious Beliefs—Checklist	210
Request to Substitute Compulsory Credits in Senior Years	211
Religious Accommodation Discussion Template for Administrators	212
Music: Religious Accommodation Discussion Template for Administrators	213
Dance: Religious Accommodation Discussion Template for Administrators	215
Health and Physical Education: Religious Accommodation Discussion Template for Administrators	217
Social Studies: Religious Accommodation Discussion Template for Administrators	219
Other Religious Accommodation Requests: Religious Accommodation Discussion Template for Administrators	221
School Schedule Considerations	223
Inclusive School Holiday Considerations: Questions for Reflection and Planning	224
Religious Accommodation Request Flowchart	226
<hr/>	
Section 7: Interfaith Education Resources	227
Print Resources	227
Web-Based Resources	227
<hr/>	
Section 8: Image Credits	231
Section 1	231
Section 2	231
Section 3	231
Section 4	237
Section 5	238
Section 6	238
Section 7	238
Section 8	238