

YOUR RIGHTS : CREED AND RELIGION



Paul is a devout Catholic and Sunday is his Sabbath day. Paul's employer is open for business on Sunday. Paul has indicated to his employer that he is unable to work on Sunday due to his religious beliefs. His employer continues to schedule him to work on Sundays.

Amanda belongs to the Pentecostal faith. Pentecostal women are not permitted to wear pants. Amanda has just been hired as a waitress at a restaurant where the uniform includes black pants. Amanda explains her religious beliefs to her manager and asks if she can wear a long black skirt. The manager says she must wear the existing uniform.

Paul and Amanda may be experiencing discrimination on the basis of their creed or religion. Employers must accommodate the religious beliefs of their employees to the point of undue hardship.

THE LAW

The Prince Edward Island Human Rights Act prohibits discrimination on the basis of creed and religion in these situations:

- Employment
- Volunteering
- Offering accommodations, services or facilities to the public
- Membership in professional, business or trade associations and employee organizations
- Leasing or selling property
- Publishing, broadcasting and advertising

However, there are some EXCEPTIONS:

1. Employment and Volunteering

The provisions of the Act that prohibit discrimination in employment on the basis of religion, creed, colour, sex, marital status and ethnic or national origin do not apply to religious non-profit organizations that are operated primarily to foster the welfare of a particular religious group. However, the organization must establish that being of a certain religion, creed, colour, sex, marital status or ethnic or national origin is a reasonable occupational qualification. For example, a non-profit organization that provides services to members of a certain faith may be permitted to hire only employees of that faith.

Religious non-profit organizations may require volunteers to be of a certain religion.

2. Special Programs

The Commission may approve programs of government, private organizations or individuals designed to promote the welfare of members of a particular religion, such as, scholarship programs.

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It's
Everyone's
Business...*

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