



AP 3-211 – REASONABLE ACCOMMODATION OF RELIGIOUS BELIEFS - CHECKLIST

Reasonable accommodation is oftentimes simple and affordable. With flexibility and good communication, accommodation solutions are usually possible.

An accommodation is “reasonable” when there is an adequate process of accommodation and the effort and measures taken are sufficient. The process used to accommodate a student, as well as any resulting accommodation, will determine whether reasonable accommodation has been made.

The following checklist is intended to assist administrators in assessing whether a reasonable accommodation has been made.

- The student/parents/guardians were personally consulted and participated in the process of identifying and assessing the accommodation needed (what is the need and how it can best be met).
- The student/parents/guardians provided sufficient proof for the need for accommodation.
- The student/parents/guardians provided actual evidence that lack of accommodation will result in undue hardship.
- The student/parents/guardians provided a reasonable notice of the need for accommodation.
- The student/parents/guardians expressed willingness to accept a reasonable accommodation, even if it is not the one that they most prefer.
- Several approaches to accommodation were explored.

1. _____
2. _____
3. _____
4. _____

- The above approaches to accommodation were in accordance with the principles of dignity and inclusion and did not have a discriminatory effect.
- The above approaches to accommodation were not implemented due to undue hardship based on:
 - Health and safety concerns
 - Financial costs
 - Impact on other students (exclusion, segregation, discrimination)

Note: If the administration determined that the requested accommodation would create undue hardship, the student/parents/guardians would be informed of the reasons for the decision and the objective evidence on which it relied.

Reference:

Responding to Religious Diversity in Manitoba’s Schools: A Guide for Educators (Draft 2015)

Adopted: September 4, 2018