

GUIDE TO RELIGIOUS ACCOMMODATION

WHAT IS RELIGIOUS ACCOMMODATION?

! "#\$%&'(\$&)*+*& ,&\$ - ./01\$%2&3"#& .%045#\$\$%2&06& .78/59&2\$%459\$2&3"#&
6395/5'5\$2&:279(&32&7"54\$%25'5\$2;&(34\$&3&- 3"#3'0%1&

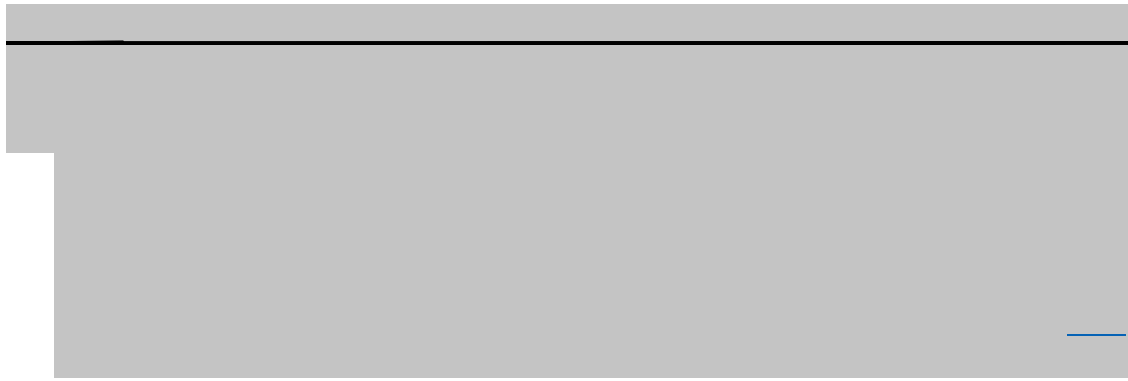
4 - 5% 0 .&''#&&- 0 0 -1# \$+- ' %+/%) ' - . , '3% ! ''#%+/% 0)#' \$%67% . ' 1 .)''#(1/' '+83%

A(\$&/3>&%B75%\$2&SC ! &'0&3990 - - 0#3'\$&& - . /01\$\$2&3"#&2'7#\$''2&'0&'(\$&.05''&06&7"#7\$&
(3%#2(5. *&N6&. %045#5"<&3&9\$%'35"&3990 - - 0#3'50''&>07/#&&\$27/'&5''&7''#7\$&(3%#2(5. &'0&'(\$&
!"54\$%25'1,&SC ! &(32&"0&08/5<3'50"&'0&. %045#&\$&'(3'&3990 - - 0#3'50''*& L (3'&90"2'5'7'\$2&
7"#7\$&(3%#2(5. &52&#&\$'&\$ - 5''#&0''&3&932\$0810932\$&83252,&87'&<\$''\$3//1&2. \$3?5''<,&'(\$&
!"54\$%25'1&>07/#&"\$&#&'0&2(0>&'(3'&3990 - - 0#3'5''<&3&&%\$5<5072&8\$5\$6,&082\$%43"9\$,&0&&
. %39'59\$&>07/#&9%\$3'\$&7"#7/1&0''\$%072&90"#5'50"2* &C39'0%2&'(3'&3%\$&&/\$&43''&'0&322\$225''<&
7"#7\$&(3%#2(5. &- 31&5"9/7#\$&E&

J 435/385/5'1&06&(7 - 3''&\$207%9\$2&3"#&65"3"953/&\$207%9\$2T
I 52%7. '50''&'0&'(\$&>0%?. /39\$,&90//\$9'54\$&3<%\$ - '\$''&0&&/3%"5''<&0&&'\$39(5''<
\$'45%0'' - '\$''T
A(\$&\$66\$9'&06&'(\$&3990 - - 0#3'50''&0''&'(\$&5<('2&0&&- 0%3/\$&06&0'(\$&& - . /01\$\$2&0%
2'7#\$''2T
A(\$&902'&06&'(\$&. %0. 02\$#&3990 - - 0#3'50''T
J "1&5 - .39'&0''&\$66595\$"91&3"#&. %0#79'545'1T
J "1&5 - .39'&0''&'(\$&(\$3/'(1&3"#&236\$'1&06&'(\$&5"#545#73/,&0'(\$&& - . /01\$\$2&0%
2'7#\$''2,&0&&'(\$&<\$''\$3/&. 78/59T&3"#
SC ! U2&0'(\$&&/&<3/&08/5<3'50"2*

J 990 - - 0#3'50''&2(07/#&8\$&&\$B7\$2'\$&#&3'&'(\$&#(*+)/\$%8-//+6*)%- 88-(\$. '+\$7,&32&5'&- 31&"0'&
8\$&. 02258/\$&'0&3990 - - 0#3'\$&/32'0 - 5"7'\$&&\$B7\$2'2&>5'(07'&2766\$%5''<&7"#7\$&(3%#2(5. *&
L (\$''&5 - .0%'3'''\$2&3%\$&&/\$&32\$#&:\$*-&*&\$D3 - '\$2&3"#&. %0G\$9'&#&3#/'5"\$2;,&107&2(07/#&
5 - - \$#53\$/1&90"25#&\$&>(\$'(\$&&107&>5//&\$B75%\$&&/5<5072&3990 - - 0#3'50''*&

4 - 5% 1 - 9% (: .) / \$ () * + , - . / % # & & - 0 0 - 1 # \$ - ' 3 %



R0>\$4\$,k56k"\$9\$223%1,k25"9\$%5'1k93"8\$8k322\$22\$#k81k3"3/1P5"<k>(\$'(\$%k'(\$k%\$/5<5072k
8\$/5\$6k52k90"252'\$"k>5'(k'(\$k5"#545#73/U2k0'(\$%k97%%\$"'k%\$/5<5072k.%39'59\$2*kSC!k-31k
5"B75%\$k5"'0k'(\$k25"9\$%5'1k06k3k8\$/5\$6k81k90"25#%\$5"<Ek
k

A(\$k2.5%5'73/k"3'7%\$k06k'(\$k8\$/5\$6Tk

H%\$45072k%\$/5<5072kD.\$%5\$ "9\$Tk

A(\$k%\$/3'50"2(5.k8\$'>\$ \$"k'(02k.%45072k%\$/5<5072k8\$/5\$62k3"#k'(\$k.%20"U2k
97%%\$"'k8\$/5\$62Tk

A(\$k90""\$9'50"8\$'>\$ \$"k'(\$k%\$/5<5072k8\$/5\$6k3"#k'(\$k%B7\$2'\$#k
3990 - - 0#3'50"Tk3"#k

