

Grounds of Discrimination

Creed : Employees are entitled to the protections of the Code under the ground of creed, both as individuals and as members of a group. Religion or “creed” is not a defined term in the Code. The Commission interprets creed to mean “religious creed” or “religion.” It includes faith, beliefs, observances or worship. Belief in a God or gods, or single supreme being or deity is not requisite. For example, the Human Rights Tribunal of Ontario has held that practitioners of Falun Gong are protected under the ground of creed.