



---

# NATIONAL ASSEMBLY OF QUÉBEC

---

SECOND SESSION

FORTY-THIRD LEGISLATURE

Bill 9

**An Act respecting the reinforcement  
of laicity in Québec**

---

**Introduction**

**Introduced by  
Mr. Jean-François Roberge  
Minister Responsible for Laicity**

---

**Québec Official Publisher  
2025**

## **EXPLANATORY NOTES**

*The purpose of this bill is to reinforce laicity in Québec.*

*To that end, the bill subjects childcare centres, subsidized day care centres, home educational childcare coordinating offices, persons recognized as subsidized home educational childcare providers, educational institutions accredited for purposes of subsidies, private health institutions under agreement, intermediate resources and family-type resources to the requirement to comply with the principles on which State laicity is based.*

*The bill requires persons to have their face uncovered when they are receiving a service from a body that provides educational childcare services or from a higher education institution, and when they are in a place under the authority of such a body. It also requires persons to have their face uncovered when they are receiving an educational, training or professional development service provided by certain bodies that are subject to the requirement to comply with the principles on which State laicity is based.*

*The bill prohibits religious practice in a place under the authority of an institution or body that is subject to the requirement to comply with the principles on which State laicity is based, subject to certain exceptions.*

*The bill extends the prohibition on wearing religious symbols that is set out in the Act respecting the laicity of the State to personnel members of childcare centres, subsidized day care centres and home educational childcare coordinating offices. That prohibition also applies to personnel members of educational institutions accredited for purposes of subsidies and to certain persons who provide services, in particular on behalf of such institutions. The bill also prohibits persons from wearing a religious symbol when they are providing a service under a reception, francization or integration program for immigrants. The bill provides for an acquired right for those persons under certain conditions. It also provides that no educational institution may require a student to wear a religious symbol, unless that symbol is an integral part of the logo or coat of arms of the institution before the bill is introduced.*

*The bill also prohibits an institution or a body that is subject to the requirement to comply with the principles on which State laicity is based from offering exclusively a diet based on a religious precept or a tradition when providing restaurant services as well as from prominently displaying a representation of a religious symbol in its communications.*

*The bill amends the Act respecting private education to provide that no accreditation may be granted to an educational institution whose provision of educational services prescribed in the basic school regulation during the hours of activities devoted to those services is based on religious standards or precepts, on the transmission of religious convictions or beliefs or on religious practice, or to an institution that selects its students or personnel members based on religious criteria. It grants the Minister of Education the power to revoke an accreditation for non-compliance with that requirement.*

*The bill enacts the Act to foster religious neutrality, in particular in the public space. The enacted Act prohibits the use of public roads and public parks for the purposes of collective religious practice without the authorization of the municipality. That Act sets out the fines applicable in a case of non-compliance with that prohibition.*

*The enacted Act also provides for adjustments to the standards applicable to requests for accommodations on a religious ground in the public sector. It states that such an accommodation is reasonable only if it does not impose more than minimal hardship on an organization, and specifies various elements that must not be compromised in specific contexts. It also provides that the purpose of an accommodation must not be that a service be provided by a person based on that person's sex, gender identity or gender expression, unless it is a medical care service or unless the provision of the service involves physical contact. It provides for the application of that framework to the private sector.*

*The enacted Act also provides that no one may prohibit, limit, hinder or disrupt a religious practice within a place of worship or impede access to such a place, and sets out the fines applicable in a case of non-compliance with that prohibition.*

*The enacted Act specifies that it has effect despite certain provisions of the Charter of human rights and freedoms and the Constitution Act, 1982.*

*The bill confers on the Minister Responsible for Laicity the role of supporting and assisting institutions and bodies, as well as the*

*power to verify compliance with the provisions of the Act respecting the laicity of the State. It also gives that minister the power to issue directives regarding the application of the Act respecting the laicity of the State and the Act to foster religious neutrality, in particular in the public space.*

*Lastly, the bill makes consequential amendments and contains various final provisions.*

**LEGISLATION ENACTED BY THIS BILL:**

– Act to foster religious neutrality, in particular in the public space (*insert the year and chapter number of this Act and the number of the section of this Act that enacts the Act to foster religious neutrality, in particular in the public space*).

**LEGISLATION AMENDED BY THIS BILL:**

- Act respecting private education (chapter E-9.1);
- Executive Power Act (chapter E-18);
- Education Act (chapter I-13.3);
- Act respecting the laicity of the State (chapter L-0.3).

**LEGISLATION REPEALED BY THIS BILL:**

- Freedom of Worship Act (chapter L-2);
- Act to foster adherence to State religious neutrality and, in particular, to provide a framework for requests for accommodations on religious grounds in certain bodies (chapter R-26.2.01).

## **Bill 9**

### **AN ACT RESPECTING THE REINFORCEMENT OF LAICITY IN QUÉBEC**

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

#### **CHAPTER I**

#### **AMENDING PROVISIONS**

#### **ACT RESPECTING THE LAICITY OF THE STATE**

**1.** The preamble to the Act respecting the laicity of the State (chapter L-0.3) is amended

(1) by inserting the following paragraph after the third paragraph:

“AS, in the exercise of its sovereignty, the Parliament of Québec must not enact laws that are based on considerations of a religious nature;”;

(2) by inserting the following paragraph after the fourth paragraph:

“AS State laicity constitutes a foundation of national integration;”;

(3) by adding the following paragraph at the end:

“AS the framework established by this Act gives full effect to every person’s freedom of conscience and freedom of religion;”.

**2.** Section 3 of the Act is amended

(1) by replacing “, government and judicial institutions” in the first paragraph by “institutions, judicial institutions and the bodies listed in Schedule I”;

(2) by striking out subparagraph 2 of the second paragraph.

**3.** Section 4 of the Act is replaced by the following sections:

**“4.** State laicity also requires every personnel member of a body to act, in the exercise of their functions, so as not to treat a person favourably or unfavourably because of the person’s religious affiliation or non-affiliation, because of their own religious convictions or beliefs or the absence of such religious convictions or beliefs, or because of the religious convictions or

beliefs of a person in authority or the absence of such religious convictions or beliefs.

For the purposes of this section, “personnel member of a body” means a member of the personnel of a body listed in Schedule I, except a school service centre referred to in paragraph 7 of that schedule and a body referred to in paragraph 12 of that schedule, as well as a person listed in any of paragraphs 5 to 13 of Schedule III.

**“4.1.** Section 4 does not apply

(1) to a personnel member when the member is providing a spiritual development or care service, or a service based on a culturally safe practice developed under the Act to establish the cultural safety approach within the health and social services network (chapter A-20.1.1), in a centre operated by a Santé Québec institution or in a body referred to in paragraph 8 or 13 of Schedule I;

(2) to a personnel member when the member is providing a spiritual development or care service in a correctional facility governed by the Act respecting the Québec correctional system (chapter S-40.1);

(3) to a personnel member when the member is providing instruction on religion within the scope of a program or course established or approved by the Minister of Higher Education, Research, Science and Technology; or

(4) to a health professional where the professional refuses to recommend or provide professional services because of their personal convictions, as is permitted by law.

**“4.2.** The conduct of every personnel member of a body referred to in paragraph 12 of Schedule I must, in the exercise of the member’s functions, be guided both by democratic values and Québec values, including the equality of women and men, and by State laicity.

**“4.3.** In addition to the requirements set out in sections 3, 4 and 4.2, State laicity requires compliance with the prohibition on wearing religious symbols and the obligation to have one’s face uncovered set out in Chapters II and III of this Act, by the persons subject to that prohibition or obligation.”

**4.** Section 6 of the Act is amended by replacing “section” in the second paragraph by “Act”.

**5.** The heading of Chapter III of the Act is replaced by the following heading:  
“OBLIGATION TO HAVE ONE’S FACE UNCOVERED”.

**6.** Section 8 of the Act is amended by replacing the second and third paragraphs by the following paragraphs:

“Persons must have their face uncovered when they are in a place, such as an immovable or a room, under the authority of a body referred to in any of paragraphs 7, 11 and 12.1 of Schedule I, except a school service centre referred to in paragraph 7 of that schedule, and when they are receiving a service from such a body.

Persons must have their face uncovered when they are receiving, from a parliamentary institution or from a body other than a body referred to in any of paragraphs 7, 11, 12 and 12.1 of Schedule I,

(1) an educational, training or professional development service; or

(2) any other service, where doing so is necessary to allow their identity to be verified or for security reasons.

For the purposes of the second and third paragraphs, persons are deemed to be receiving a service when they are interacting or communicating, in person or remotely, with a personnel member of an institution or body in the exercise of the personnel member’s functions or with a person providing the service on behalf of an institution or body.

No person who fails to comply with the obligation set out in the second or third paragraph may receive the service they request.

This section does not apply

(1) to persons recognized as subsidized home educational childcare providers under the Educational Childcare Act (chapter S-4.1.1) outside the hours devoted to the provision of educational childcare services; or

(2) to persons present in a place that constitutes a private residence and that is under the authority of a body referred to in paragraph 7 or 12.1 of Schedule I and mentioned in the second paragraph, where they are not receiving a service from such a body.

**7.** The Act is amended by inserting the following after section 9:

**“CHAPTER III.1**

**“CONTRACTUAL MEASURES”.**

**8.** Section 10 of the Act is amended

(1) by replacing “may” by “must”;

(2) by inserting “and that they comply with sections 4 and 4.2” after “uncovered”;

(3) by adding the following paragraph at the end:

“A body to which the second or third paragraph of section 8 applies must also require, from any persons or partnerships with whom or which it enters into a contract for the purpose of providing a service referred to in either of those paragraphs, that they ensure compliance with the obligation to have one’s face uncovered.”

**9.** The Act is amended by inserting the following chapters after section 10:

### **“CHAPTER III.2**

#### **“RELIGIOUS PRACTICE IN CERTAIN PLACES**

**“10.1.** All religious practice is prohibited in a place, such as an immovable or a room, under the authority of an institution or body referred to in section 3.

The prohibition set out in the first paragraph does not apply

(1) to a centre operated by a Santé Québec institution or a body referred to in paragraph 8 or 13 of Schedule I, to the extent that the religious practice does not compromise the provision or quality of care, the proper operation of the centre or body or the well-being of users;

(2) to a school service centre referred to in paragraph 7 of Schedule I or a body referred to in paragraph 12 of that schedule;

(3) to a correctional facility governed by the Act respecting the Québec correctional system (chapter S-40.1);

(4) to a place that constitutes a private residence, as regards the religious practice of its occupants;

(5) to a First Nations or Inuit cultural practice carried out in a place under the authority of a parliamentary institution or of a body listed in Schedule I; or

(6) in any other place specified by government regulation, according to the conditions determined in the regulation.

Any action, except the wearing of a religious symbol, that may reasonably constitute, in fact or in appearance, the manifestation of a religious conviction or belief, is a religious practice within the meaning of this section and section 10.2.

Subparagraph 6 of the second paragraph does not apply to a place under the authority of a body referred to in paragraph 7 or 12.1 of Schedule I.

**“10.2.** Despite section 10.1, religious practice is permitted in a place, such as an immovable or a room, under the authority of a body referred to in paragraph 5 of Schedule I, the Société du Centre des congrès de Québec, the Société du Palais des congrès de Montréal or the Société de développement et de mise en valeur du Parc olympique where the following conditions are met:

(1) the body or the Société does not, directly or indirectly, finance the religious practice;

(2) the body or the Société treats every natural or legal person equitably as regards the leasing and use of the immovable or room; and

(3) the immovable is not used predominantly for the religious practice.

Likewise, religious practice is permitted in a performance hall, or in any other place leased according to the conditions determined by government regulation, under the authority of a body referred to in paragraph 7 or 12.1 of Schedule I, except a school service centre, where the conditions of subparagraphs 1 to 3 of the first paragraph are met.

In the case of an immovable that was acquired by any body or institution referred to in section 3 while it was being used predominantly for religious practice purposes, religious practice is permitted if the conditions of subparagraphs 1 to 3 of the first paragraph are met and if the vendor has imposed no constraint limiting the use the institution or body may make of the immovable.

**“10.3.** All religious practice, such as overt prayers or other similar practices, is prohibited in a place, such as an immovable or a room, under the authority of a body referred to in paragraph 12 of Schedule I during the hours devoted to the educational services prescribed in the basic school regulation.

However, religious practice intended for students attending the body and organized by the body as part of optional activities outside the hours devoted to the educational services prescribed in the basic school regulation is permitted. Despite section 6, wearing a religious symbol is permitted during such activities.

This section does not apply to a place that constitutes a private residence, as regards the religious practice of its occupants.

### **“CHAPTER III.3**

#### **“FUNCTIONS AND POWERS OF THE MINISTER**

**“10.4.** The Minister sees to compliance with and the promotion of the principles and obligations set out in this Act.

The Minister advises, supports and assists the institutions and bodies referred to in section 3.

**“10.5.** The Minister may issue directives to any body listed in Schedule I, except the Conseil de la magistrature and the Comité de la rémunération des juges, concerning the application of the provisions of this Act. The directives may apply to one or more bodies and contain different elements according to the body concerned.

The directives must be submitted to the Government for approval and be published in the *Gazette officielle du Québec*. Once approved, they are binding on the bodies to which they apply.

**“10.6.** The Minister may verify compliance with this Act within any body listed in Schedule I, except the Conseil de la magistrature and the Comité de la rémunération des juges.

To that end, the Minister may designate a person in writing to conduct the verification.

In the case where a body is under the responsibility or jurisdiction of another minister, the Minister Responsible for Laicity and that other minister jointly verify compliance with this Act and designate a person to conduct the verification.

**“10.7.** Persons conducting a verification may, in the exercise of their functions,

- (1) enter, at any reasonable time, any place where this Act applies;
- (2) require any information relating to compliance with this Act or the regulations, as well as the communication, for examination or reproduction, of any related document; and
- (3) take photographs or make recordings.

**“10.8.** Persons conducting a verification must, on request, identify themselves and produce a certificate of authority.

No judicial proceedings may be brought against such persons for an act or omission in good faith in the exercise of their functions.

**“10.9.** On completion of a verification, the Minister may, in writing, require the body that was the subject of the verification to take corrective measures, conduct the appropriate follow-up and comply with any other measure, including oversight and support measures, within the time the Minister specifies.

Where the body concerned is under the responsibility or jurisdiction of another minister, the follow-up and measures are established jointly with that other minister.”

**10.** The Act is amended by inserting the following section after section 11:

**“11.1.** Section 11 does not restrict the application of any provision of another Act to the extent that the provision imposes more stringent laicity requirements than those imposed by this Act.”

**11.** Section 12 of the Act is repealed.

**12.** Section 13 of the Act is amended by replacing the first paragraph by the following paragraphs:

“It is incumbent on the person exercising the highest administrative authority within a parliamentary institution or a body listed in Schedule I, except a school service centre referred to in paragraph 7 of Schedule I, to take the necessary means to ensure compliance with the measures provided for in this Act, to approve any request for an accommodation on a religious ground arising from the application of the right to equality, and to implement a procedure for processing complaints relating to the application of this Act.

Those responsibilities may be delegated to a member of the management personnel of the institution or body. In such a case, the institution or body notifies the Minister.”

**13.** Section 17 of the Act is amended

(1) by adding the following paragraph at the beginning:

“Sections 1 to 3 prohibit an institution or body referred to in section 3 from constructing an immovable, or from installing movable property to adorn an immovable, that may reasonably be considered as promoting a religious conviction or belief or referring to a religious affiliation, unless that construction or installation is carried out within the scope of a project for the conservation or restoration of the immovable or movable property. That prohibition does not apply to an immovable that constitutes a private residence.”;

(2) in the first paragraph,

(a) by replacing “Sections 1 to 3” in the first paragraph by “Those sections”;

(b) by replacing “an institution referred to in section 3” by “an institution or body referred to in section 3”;

(c) by inserting “or body” after “However, an institution”;

(3) by replacing “an institution” in the second paragraph by “an institution or body”.

**14.** The Act is amended by inserting the following sections after section 17:

**“17.1.** No institution or body referred to in section 3 may, in providing food services, offer exclusively a diet based on a religious precept or a tradition.

**“17.2.** No institution or body referred to in section 3 may prominently display a representation of a religious symbol in its communications, unless that religious symbol is an integral part of the logo or coat of arms used by the institution or body on *(insert the date preceding the date of introduction of this bill)*.

**“17.3.** No educational institution referred to in any of paragraphs 7, 12 and 12.1 of Schedule I may require a student to wear a religious symbol, unless that religious symbol is an integral part of the logo or coat of arms used by the institution on *(insert the date preceding the date of introduction of this bill)*.

**“17.4.** Sections 1 to 3 must not be interpreted as prohibiting the presence of an elected officer or a representative of an institution or body referred to in section 3 at a ceremony having a religious component.

**“17.5.** Any request for an accommodation on a religious ground arising from the application of the right to equality and submitted to an institution or body referred to in section 3 must, in addition to being processed in accordance with the obligations set out in sections 5 to 10 of the Act to foster religious neutrality, in particular in the public space *(insert the year and chapter number of this Act and the number of the section of this Act that enacts the Act to foster religious neutrality, in particular in the public space)*, comply with the principles set out in section 2 of this Act.”

**15.** Section 31 of the Act is amended

(1) by replacing “within the same school board” in paragraph 5 by “predominantly within the same school service centre”;

(2) by adding the following paragraphs at the end:

“(6) to persons referred to in paragraph 11 of Schedule II on *(insert the date preceding the date of introduction of this bill)*, for as long as they exercise the same function predominantly within the same organization;

“(7) to persons referred to in paragraph 12 or 13 of Schedule II who provide a service in accordance with a contract other than a contract of employment in effect on *(insert the date of assent to this Act)*, unless the contract is renewed after that date;

“(8) to persons referred to in paragraph 14 of Schedule II on *(insert the date preceding the date of introduction of this bill)*, for as long as they provide the same service within the same organization; or

“(9) to persons referred to in paragraph 15 of Schedule II on (*insert the date preceding the date of introduction of this bill*), for as long as they exercise the same function within the same organization.”

**16.** The Act is amended by inserting the following section after section 31:

**“31.1.** Religious practice in an immovable of which an institution or body referred to in section 3 is the owner and which was being used predominantly for religious practice purposes before the transfer of ownership is permitted if that practice is the subject of an agreement entered into between the institution or body and the vendor of the immovable before (*insert the date preceding the date of introduction of this bill*), for as long as that agreement remains in force without having been amended.”

**17.** Section 33 of the Act is amended by replacing “and the amendments made by it to the Act to foster adherence to State religious neutrality and, in particular, to provide a framework for requests for accommodations on religious grounds in certain bodies apply” by “applies”.

**18.** Section 35 of the Act is amended by replacing “minister designated by the Government” by “Minister Responsible for Laicity”.

**19.** Schedule I to the Act is amended

(1) by replacing “and subsidized day care centres” in paragraph 11 by “, subsidized day care centres and persons recognized as subsidized home educational childcare providers”;

(2) by replacing paragraph 12 by the following paragraphs:

“(12) institutions accredited for purposes of subsidies under the Act respecting private education (chapter E-9.1) that provide an educational service referred to in any of paragraphs 1 to 5 of section 1 of that Act;

“(12.1) institutions accredited for purposes of subsidies under the Act respecting private education that provide an educational service referred to in any of paragraphs 7 to 9 of section 1 of that Act and institutions whose instructional program is the subject of an international agreement within the meaning of the Act respecting the Ministère des Relations internationales (chapter M-25.1.1);”;

(3) by striking out “or the Act respecting health services and social services for the Inuit and Naskapi (chapter S-4.2)” in paragraph 13.

**20.** Schedule II to the Act is amended by adding the following paragraphs after paragraph 10:

“(11) personnel members of a body referred to in paragraph 12 of Schedule I who, for the purposes of their employment, are in a place, such as an immovable or a room, under the authority of the body or are in the presence of a student;

“(12) persons who regularly provide services in a place, such as an immovable or a room, put at the disposal of a body referred to in paragraph 12 of Schedule I, when they are in that place;

“(13) persons when they are providing services to students on behalf of a body referred to in paragraph 12 of Schedule I;

“(14) persons when they are providing a service under a reception, francization or integration program developed in accordance with section 60 of the Québec Immigration Act (chapter I-0.2.1); and

“(15) personnel members of a childcare centre, home educational childcare coordinating office or subsidized day care centre governed by the Educational Childcare Act (chapter S-4.1.1).”

#### ACT RESPECTING PRIVATE EDUCATION

**21.** The Act respecting private education (chapter E-9.1) is amended by inserting the following section after section 78:

“**78.1.** No accreditation may be granted to an institution whose provision of educational services prescribed in the basic school regulation during the hours of activities devoted to those services, or whose provision of childcare services, is based on religious standards or precepts, on the transmission of religious convictions or beliefs, or on religious practice, or to an institution that practices segregation, in particular on the basis of religious criteria, in the selection of students or of personnel members.

An accreditation may be revoked under section 123 for failure to comply with the conditions set out in the first paragraph.”

**22.** Section 123 of the Act is amended by adding the following paragraph at the end:

“The Minister may also, on his own initiative, revoke an accreditation if he considers that the institution does not comply with the conditions set out in the first paragraph of section 78.1”.

## EXECUTIVE POWER ACT

**23.** Section 4 of the Executive Power Act (chapter E-18) is amended by adding the following subparagraph at the end of the first paragraph:

“(41) a Minister Responsible for Laicity.”

## EDUCATION ACT

**24.** Section 96.21.1 of the Education Act (chapter I-13.3), amended by section 23 of chapter 29 of the statutes of 2025, is again amended by replacing “Act to foster adherence to State religious neutrality and, in particular, to provide a framework for requests for accommodations on religious grounds in certain bodies (chapter R-26.2.01)” by “Act to foster religious neutrality, in particular in the public space (*insert the year and chapter number of this Act and the number of the section of this Act that enacts the Act to foster religious neutrality, in particular in the public space*)”.

## FREEDOM OF WORSHIP ACT

**25.** The Freedom of Worship Act (chapter L-2) is repealed.

### ACT TO FOSTER ADHERENCE TO STATE RELIGIOUS NEUTRALITY AND, IN PARTICULAR, TO PROVIDE A FRAMEWORK FOR REQUESTS FOR ACCOMMODATIONS ON RELIGIOUS GROUNDS IN CERTAIN BODIES

**26.** The Act to foster adherence to State religious neutrality and, in particular, to provide a framework for requests for accommodations on religious grounds in certain bodies (chapter R-26.2.01) is repealed.

## CHAPTER II

### ENACTMENT OF THE ACT TO FOSTER RELIGIOUS NEUTRALITY, IN PARTICULAR IN THE PUBLIC SPACE

**27.** The Act to foster religious neutrality, in particular in the public space, the text of which appears in this chapter, is enacted.

### “ACT TO FOSTER RELIGIOUS NEUTRALITY, IN PARTICULAR IN THE PUBLIC SPACE

#### “CHAPTER I

#### “PURPOSE

**1.** The purpose of this Act is to foster and promote living together, in coherence with the national integration model, with respect for every person’s freedom of conscience and freedom of religion.

A further purpose of this Act is to set out criteria to be taken into consideration when dealing with requests for accommodations on religious grounds resulting from the application of the right to equality.

## **“CHAPTER II**

### **“RELIGIOUS NEUTRALITY IN THE PUBLIC SPACE**

**“2.** No public road, within the meaning of the third paragraph of section 66 of the Municipal Powers Act (chapter C-47.1), or public park may be used for the purposes of collective religious practice unless a municipality authorizes, exceptionally and on a case-by-case basis, such a use in its public domain by resolution of the municipal council.

For the purposes of this Act, “religious practice” has the meaning assigned by section 10.1 of the Act respecting the laicity of the State (chapter L-0.3).

**“3.** A municipality may grant an authorization under section 2 only if the use for the purposes of collective religious practice meets the following conditions:

(1) it does not compromise human safety;

(2) it is of short duration;

(3) it is accessible to all; and

(4) it does not unduly impede access by any person to the municipality’s public domain.

A use for the purposes of collective religious practice that excludes a person on the basis of a ground of discrimination recognized under the first paragraph of section 10 of the Charter of human rights and freedoms (chapter C-12) is not accessible to all.

## **“CHAPTER III**

### **“RELIGIOUS PRACTICE**

**“4.** No one may prohibit, limit, hinder or disrupt a religious practice within a place of worship or impede access to such a place.

## **“CHAPTER IV**

### **“ACCOMMODATIONS ON RELIGIOUS GROUNDS**

**“5.** This chapter applies to any request for an accommodation on a religious ground arising from the application of the right to equality.

**“6.** When dealing with a request for an accommodation on a religious ground, every person or body must ensure that

(1) the request is serious;

(2) the accommodation requested is consistent with the right to equality of women and men and the right of every person to be treated without discrimination; and

(3) the accommodation is reasonable in that it does not impose more than minimal hardship with regard to, among other considerations, respect for the rights of others, human health and safety, the proper operation of the body having received the request, and the related costs.

No accommodation may be granted in connection with a request that a service be provided by a person based on that person’s sex, gender identity or gender expression, unless it is a medical care service or unless the provision of the service involves physical contact with the person who receives it.

An accommodation may be granted only if the person requesting it has cooperated in seeking a solution that meets the criterion of reasonableness.

**“7.** Where a request for an accommodation on a religious ground by a personnel member involves an absence from work, more specific consideration must be given to the following factors:

(1) the frequency and duration of the absences on such a ground;

(2) the size of the administrative unit to which the person making the request belongs, the ability of the unit to adapt and the interchangeability of the body’s workforce;

(3) the consequences of the absences on the work performance of the person making the request, on that of the other personnel members and on the organization of services;

(4) the possible arrangements by the person making the request, including modifying their work schedule, accumulating or using their bank of hours or days of leave, or their undertaking to make up the hours missed; and

(5) fairness with regard to the employment conditions of the other personnel members, including as concerns the number of days of paid leave and the establishment of work schedules.

**“8.** If a request for an accommodation on a religious ground concerns a child attending an educational childcare centre, subsidized day care centre or subsidized home educational childcare service governed by the Educational

Childcare Act (chapter S-4.1.1), the centre or service must take into account the objectives set out in that Act to ensure that the following are not compromised:

- (1) the quality of the educational childcare services;
- (2) the educational program; and
- (3) the health, safety and well-being of the children.

**“9.** If a request for an accommodation on a religious ground concerns a student attending an educational institution established by a school service centre, the school service centre must ensure, in any situation other than those referred to in sections 15 and 706 of the Education Act (chapter I-13.3), that the following are not compromised:

- (1) compulsory school attendance;
- (2) the basic school regulations established by the Government;
- (3) the school’s educational project;
- (4) the school’s mission, which is to impart knowledge to students, foster their social development and give them qualifications, in keeping with the principle of equal opportunity, while enabling them to undertake and achieve success in a course of study; and
- (5) the ability of the institution to provide students with the educational services provided for by law.

This section also applies to institutions accredited for purposes of subsidies under the Act respecting private education (chapter E-9.1), except those that provide college-level instruction services, with the necessary modifications.

**“10.** If a request for an accommodation on a religious ground concerns a student attending a general and vocational college established under the General and Vocational Colleges Act (chapter C-29), a college-level institution accredited for purposes of subsidies under the Act respecting private education (chapter E-9.1) or an educational institution at the university level listed in paragraphs 1 to 11 of section 1 of the Act respecting educational institutions at the university level (chapter E-14.1), the college or institution must ensure that the following are not compromised:

- (1) the ability of the college or institution to provide services to students;
- (2) the fulfilment of the objectives, and the meeting of the requirements, of the program of studies; and
- (3) academic freedom.

## “CHAPTER V

### “MISCELLANEOUS PROVISIONS

“**11.** Anyone who does any of the following is liable to a fine of \$125 to \$375 in the case of a natural person and \$375 to \$1,125 in any other case:

(1) organizes or participates in a collective religious practice that is prohibited under section 2; or

(2) contravenes section 4.

“**12.** The Minister may issue directives to any body referred to in Schedule I to the Act respecting the laicity of the State (chapter L-0.3) concerning the application of the provisions of this Act. The directives may apply to one or more bodies and contain different elements according to the body concerned.

The directives must be submitted to the Government for approval and be published in the *Gazette officielle du Québec*. Once approved, they are binding on the bodies to which they apply.

“**13.** This Act applies despite sections 1 to 38 of the Charter of human rights and freedoms (chapter C-12).

“**14.** This Act has effect notwithstanding the provisions of sections 2 and 7 to 15 of the Constitution Act, 1982 (Schedule B to the Canada Act, chapter 11 in the 1982 volume of the Acts of the Parliament of the United Kingdom).

“**15.** The Minister Responsible for Laicity is responsible for the administration of this Act.”

## CHAPTER III

### FINAL PROVISIONS

**28.** The second paragraph of section 78.1 and the last paragraph of section 123 of the Act respecting private education (chapter E-9.1), enacted respectively by sections 21 and 22 of this Act, do not apply to an accreditation that is the subject of a renewal after (*insert the date that is two years before the date of assent to this Act*) and before (*insert the date that is three years after the date of assent to this Act*), for the period of validity covered by the renewal.

**29.** The provisions of this Act come into force on (*insert the date of assent to this Act*), except

(1) the provisions of section 6, section 8 insofar as it enacts the second paragraph of section 10 of the Act respecting the laicity of the State

(chapter L-0.3), and section 9 insofar as it enacts sections 10.1 to 10.3 of the Act respecting the laicity of the State, which come into force on 1 September 2026;

(2) the provisions of section 21 insofar as it enacts the second paragraph of section 78.1 of the Act respecting private education (chapter E-9.1), and section 22, which come into effect on *(insert the date that is three years after the date of assent to this Act)*.