
Scenario 2

Read the scenario and answer the questions that follow.

Rana Saheed is a 33 year old Muslim woman. Rana works at Mainland Events, where employees work with organizations, and corporations within Nova Scotia to plan events. Some employees work mainly out of the office picking up food, props, and setting up for the events. Most employees, including Rana, work in an office setting speaking with clients, then creating and organizing the event plans. Rana is still new to this position, and has only been there four months.

Rana follows the faith of Islam, which requires her to pray throughout day. During the work day, Rana requires two 10 minute breaks, in addition to her 30-minute lunch break, to accommodate her religious need. Rana has discussed this with her manager and has gotten her approval. She has not discussed it with her team members.

Some of the team members have noticed her frequent breaks, and have been discussing it amongst themselves. Comments such as, "It must be nice to get paid to take so many breaks." Have been heard. Rana is aware of the discussions, and wants to arrange a meeting with her manager and her team members to explain the reason behind the frequent breaks.

Questions

- 1) Are the breaks a reasonable accommodation?
- 2) Does the employee owe their team an explanation of their breaks?
- 3) How do you think the team will react to the reason behind the breaks?
Will they be understanding or resentful - why or why not?
- 4) Should the employee be made to use their designated lunch time or breaks for the time they need off?
- 5) Would the breaks like this be covered under the Nova Scotia Human Rights Act, why or why not?