

Schroen v. Steinbach Bible College

[COMPLETE DECISION PDF](#)

Summary:

The complainant filed a complaint against a prospective employer under section 14(1) of *The Human Rights Code* alleging discrimination on the basis of religion.

The complainant alleges that she grew up in the Mennonite faith but at the time of applying for a position as an accounting clerk, was a Mormon. She was awarded the position, but her employment was terminated two days later when the respondent became aware that she was not a Mennonite.

The Adjudicator found that the complainant was terminated from her employment for reasons related to her religion. The Adjudicator found, however, that being a Mennonite was a bona fide and reasonable occupational requirement, given that the respondent college operates as a tightly knit community and it was assumed that the complainant would interact with students, attend functions, invite students to her home, and be available to talk to them about her faith.

The complaint was dismissed.