

## Frequently Asked Questions on Changes to the Canada Summer Jobs Grant January 2018

### **1. Where can I find the Canada Summer Jobs Grant guidelines for 2018?**

The federal guidelines were published online December 19, 2017 in two places:

PDF version: [https://www.canada.ca/content/dam/canada/employment-social-development/services/funding/canada-summer-jobs/CSJ2018 applicant guide.pdf](https://www.canada.ca/content/dam/canada/employment-social-development/services/funding/canada-summer-jobs/CSJ2018_applicant_guide.pdf)

HTML version: <https://www.canada.ca/en/employment-social-development/services/funding/canada-summer-jobs.html>

### **2. What is new about the Canada Summer Jobs Grant guidelines for 2018?**

Unlike past years, to be eligible for the grant employers will now have to “attest” in their application that both the job and the organization’s core mandate respect individual human rights in Canada, including “reproductive rights and the right to be free from discrimination on the basis of ... religion ... sexual orientation, or gender identity or expression.”

If an organization is unable or unwilling to attest to their agreement on these issues, they will not be eligible for the grant.

As a condition of being considered for a public benefit, the application compels affirmation of “Charter values” that are not set out or defined in the application and have not been defined by Parliament or Canadian courts. This condition is not necessary for the purposes of the program and has never been required before.

### **3. The guidelines say that religious organizations are eligible to apply. Doesn’t this mean we are still eligible?**

The guidelines specifically note that being affiliated with a religion does not in itself make an organization ineligible. While this is technically true, if a religious organization cannot attest that they agree with the government’s position on abortion, sexual orientation or gender identity or expression, the application is considered “void.” In other words, religious organizations can apply, but they need to agree with the statement in the application to have their application considered.

### **4. What are applicants actually being asked to agree to or attest in order to be eligible for the Canada Summer Jobs Grant?**

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**NATIONAL OFFICE**

Box 5885 West Beaver Creek Post Office  
Richmond Hill, ON L4B 0B8  
Toll Free 1-866-302-3362 | F 905-479-4742

**www.theEFC.ca**

EFC@theEFC.ca  
twitter.com/theEFC  
facebook.com/theEFC

**OTTAWA OFFICE**

Ottawa, ON K1P 5G4  
T 613-233-9868  
F 613-233-0301

The following two screen shots from the government's online CSJ application show both what is being asked of applicants, and the resultant message if the attestation is not affirmed.

*From CSJ Application:*

Services for you | Subjects | Online services | Forms | A to Z

Canada Summer Jobs (CSJ) > Apply online

### 2018 CANADA SUMMER JOBS APPLICATION / AGREEMENT

Once submitted, this Canada Summer Jobs application, if approved by Service Canada, becomes the agreement with the Government of Canada. The organization will then be subject to the [Canada Summer Jobs Articles of Agreement](#). The organization agrees under this agreement to provide the job at the hourly wage, for the number of hours per week and the number of weeks described in the Calculation of Approved Canada Summer Jobs Contribution Amount document. This document will be included in the approval package. A signature may be required at a later date.

The submission of an application does not constitute an agreement. **Only when an application has been approved and an agreement has been signed by Service Canada, is there an official agreement between the organization and the Government of Canada.**

Canada Summer Jobs provides wage subsidies to employers to create employment for secondary and post-secondary students. Again this year, Canada Summer Jobs welcomes applications from small businesses, not-for-profit employers, public sector and faith-based organizations that provide quality summer jobs for students.

**Attestation**

- I have read and understood the Canada Summer Jobs Articles of Agreement and referred to the Applicant Guide as needed;
- The job would not be created without the financial assistance provided under a potential contribution agreement;
- Both the job\* and my organization's core mandate\* respect individual human rights in Canada, including the values underlying the Canadian Charter of Rights and Freedoms as well as other rights. These include reproductive rights and the right to be free from discrimination on the basis of sex, religion, race, national or ethnic origin, colour, mental or physical disability or sexual orientation, or gender identity or expression;
- I have all the necessary authorities, permissions and approvals to submit this application on behalf of myself and the organization.

\* Please refer to the Applicant Guide for further information regarding eligible activities and organization's mandate.

I attest:

Yes  
 No

*Message if attestation is not checked:*

Government of Canada | Gouvernement du Canada | Canada.ca | Services | Departments | Français

Service Canada | People serving people | Canada

Services for you | Subjects | Online services | Forms | A to Z

Canada Summer Jobs (CSJ) > Apply online

### 2018 CANADA SUMMER JOBS APPLICATION / AGREEMENT

By refusing, your application will be void. You may return to the previous page or exit your browser.

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**5. Why wouldn't an organization want to affirm respect for human rights and the values underlying the *Charter* and other rights?**

One concern with the CSJ guidelines is that organizations are asked to affirm that they "respect" not only individual human rights, but also undefined "values underlying the *Charter of Rights*"

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 F 613-233-0301

*and Freedoms* and other rights” surrounding matters of reproduction, sexual orientation, and gender identity and expression. It is unclear what is required by “respect,” or what the “values underlying the *Charter*” refer to in this context.

Although individuals and organizations are able to affirm the rights and freedoms guaranteed in the *Charter* as they wish, as private actors they are not bound by its legal requirements. According to Section 32 of Canada’s *Charter of Rights and Freedoms*, the *Charter* is applicable to federal and provincial governments and governmental organizations, not to private individuals or non-governmental organizations.

Organizations that employ people are already bound by provincial labour laws and provincial human rights codes. All provincial human rights codes allow non-profit and religious organizations to hire employees that fit their organizational mandate and ethos. For example, under provincial human rights codes, religious organizations such as churches, religious camps, and religious schools are allowed to hire only individuals who share their faith commitments. That is, a faith commitment that aligns with the organization’s mandate and beliefs is considered a *bona fide* employment requirement.

## **6. What’s the potential impact of these changes in eligibility?**

The changes in eligibility could impact a wide range of Christian ministries, organizations and programs, including Christian (or other) business persons who may feel that they cannot in good conscience attest to the government’s interpretation of rights and values and who are thus preventing from applying for the grant.

Many religious organizations have used this grant to offer beneficial services and programs to their communities. These changes could diminish their ability to provide these services to their community, and some programs may not be able to proceed. The impact will be broadly felt, not just by religious groups and programs, but by the many Canadians who are served by them.

We are also concerned that the new guidelines would not allow religious charities to hire only students who share their faith.

We believe the new Canada Summer Jobs Grant guidelines violate the fundamental *Charter of Rights and Freedoms* guarantees of freedom of conscience and religion, thought, belief, opinion and expression. Religious organizations that are deemed ineligible because they cannot attest, for example, that they support abortion, will be denied equal access to a government benefit solely because of their religious beliefs.

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Further this is a form of compelled speech, contrary to the guaranteed freedoms in s. 2 a and b of the *Charter*, that may also affect organizations that are not faith-based, but are unable or unwilling to attest that they agree.

In managing its programs, the government should respect and accommodate the diversity of Canadian society and abide by the *Charter* in its treatment of individuals and groups.

## 7. What is the EFC doing about this?

The EFC has [written to Minister of Employment, Workforce Development, and Labour \(Patty Hajdu\)](#) and requested that this policy be changed or clarified.

We are providing information, tools and analysis to our affiliates and supporters. Be sure to follow us on [Facebook](#) and [Twitter](#) and to check our [website](#) for updates and resources.

We are tracking the impact of the policy change on organizations and individuals (see 8a below).

We are consulting with other organizations, denominational leaders, and interfaith groups, exploring how we might collaborate with them.

## 8. What can I/we do about it?

- a. If your organization usually applies for this grant and will potentially be affected or are rejected in your application due to this change in policy, please contact [feedback@TheEFC.ca](mailto:feedback@TheEFC.ca) and let us know. We are seeking to track the impact of this change.
- b. Call or email [your Member of Parliament](#) to express your concern, and ask them to seek changes to the policy. Let your MP know how your organization, ministry or program will be or has been affected. There is a sample letter to MPs and a sample impact letter on our website. Send a copy of your letter, or contact [Minister of Employment, Workforce Development and Labour \(Patty Hajdu\)](#) at [Patty.Hajdu@parl.gc.ca](mailto:Patty.Hajdu@parl.gc.ca).
- c. Continue to pray for religious freedom in Canada, for our churches and ministry organizations to be able to continue to work for the good of our society without hindrance, and for God to be glorified.
- d. Consider a [donation](#) to The Evangelical Fellowship of Canada as it monitors, responds and brings biblical principles to bear on issues such as this one. Your support enables us to work on your behalf.

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