

VeilBreakers Workshops — Safeguarding, Neutrality, and Accommodation (Canada)

Purpose: Ensure safe, lawful, and inclusive delivery in public settings while preserving optional access to creed-related supports where requested.

A. Neutral Core Program

- 1) Content: Core sessions are values-based and non-devotional (identity, purpose, courage, self-regulation, restorative skills).
- 2) Trauma-Informed Delivery: We operationalize six recognized principles: safety; trustworthiness and transparency; peer support; collaboration and mutuality; empowerment and choice; cultural humility.
- 3) Protective Factor Emphasis: Activities build connectedness and belonging, a documented protective factor for youth well-being and reduced risk behaviors.

B. Participation and Consent

- 1) Voluntary: Student participation is voluntary within the host's attendance norms; no pressured disclosure of personal trauma.
- 2) Informed: Hosts receive a one-paragraph program description for parent or guardian notices.
- 3) Opt-In for Creed-Related Activities: Any faith-reflective session, if requested by families or students, is separate, clearly labeled, and opt-in only.

C. Accommodation and Scheduling

- 1) Creed Accommodation: Where families request religious or creed-related participation or exemption, we coordinate with the school per board policy and OHRC guidance.
- 2) Timetabling: Where appropriate, creed-related sessions run outside core instructional time to preserve neutrality and choice.

D. Boundaries and Referrals

- 1) Not Counseling: VeilBreakers is preventive skills-building, not therapy or clinical care.
- 2) Distress Protocol: If a student shows distress, facilitators pause, stabilize, and refer to the on-site counselor or designate following the host's protocol.
- 3) Mandated Reporting: Facilitators follow the host's statutory reporting obligations for safety concerns.

E. Data and Privacy

- 1) Light Evaluation: Host-approved pre and post brief check-ins (hope and identity phrased neutrally; coping confidence; belonging) plus session feedback.

2) Data Custody: The host retains custody of any identifiable data. VeilBreakers receives only anonymized aggregates for learning.

3) Indigenous Data Sovereignty: Where an Indigenous partner leads, evaluation will follow OCAP (Ownership, Control, Access, Possession) and local protocols under a separate MOU.

F. Staffing and Supervision

1) Host Presence: A school or agency staff member is present for all sessions.

2) Screened Facilitators: VeilBreakers facilitators hold current background checks and follow site rules at all times.

G. Communications

1) Public Copy: Uses neutral language (belonging, purpose, courage, self-regulation); no devotional statements.

2) Faith Track Copy (If Offered): Clearly labeled voluntary; information sent to families in advance with opt-in procedure per board policy.

Alignment Notes and References

OHRC Religious Accommodation in Schools (2017):

<https://www3.ohrc.on.ca/en/policy-statement-religious-accommodation-schools>

OHRC Duty to Accommodate Creed:

<https://www3.ohrc.on.ca/en/policy-preventing-discrimination-based-creed/9-duty-accommodate>

CDC School Connectedness (2024): <https://www.cdc.gov/youth-behavior/school-connectedness/index.html>

CDC MMWR on Connectedness (2023): <https://www.cdc.gov/mmwr/volumes/72/su/su7201a2.htm>

SAMHSA Trauma-Informed Principles (2025):

<https://www.samhsa.gov/resource/dbhis/infographic-6-guiding-principles-trauma-informed-approach>

FNIGC OCAP Brochure: https://fnigc.ca/wp-content/uploads/2022/10/OCAP_Brochure_20220927_web.pdf