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# NATIONAL ASSEMBLY OF QUÉBEC

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SECOND SESSION

FORTY-THIRD LEGISLATURE

Bill 94  
(2025, chapter 29)

**An Act to, in particular, reinforce  
laicity in the education network and  
to amend various legislative  
provisions**

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Assented to 30 October 2025**

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## **EXPLANATORY NOTES**

*The main purpose of this Act is to reinforce laicity in the education network. For that purpose, it makes various amendments to the Education Act and the Act respecting private education.*

*The Act specifies that the public school system is founded on democratic values and Québec values, including the equality of women and men, as well as on State laicity, and entrusts to various resources the obligation to ensure compliance with those values and with State laicity within the school network.*

*The Act sets out the obligation for students to have their face uncovered when they are on the premises placed at the disposal of a school, a vocational training centre or adult education centre or a private educational institution. It also prescribes such an obligation for homeschooled children and their parents when any service is being provided to them by a school service centre. In addition, the Act imposes the obligation to have one's face uncovered on any person required to provide services to students, when the person is providing those services, as well as on any person required to be in contact with students who is on the premises placed at the disposal of a school or a vocational training centre or adult education centre. Lastly, it imposes that obligation on the personnel members of educational institutions not accredited for purposes of subsidies.*

*The Act also introduces the obligation for students to act in a manner respectful of the equality of women and men and to have conduct that is free of all forms of bullying, violence, manifestation of hatred or discrimination, in particular those motivated by racism or homophobia or targeting sexual orientation, sexual or gender identity, a handicap or a physical characteristic. To that end, the Act establishes that the rules of conduct, which schools and private educational institutions must adopt, are to prescribe those obligations, among other things. The Act sets out the obligation for vocational training centres and adult education centres to adopt such rules of conduct.*

*The Act extends the prohibition on wearing a religious symbol to members of a school service centre's personnel as well as persons who provide services in accordance with a contract other than a contract of employment in certain circumstances. However, it provides*

*that the prohibition does not apply to personnel members exercising a function at the time the Act is introduced or to persons who have a contract in effect at the time this Act is assented to.*

*The Act specifies the framework applicable to requests for accommodation on religious grounds by staff members of a school when the requests involve an absence from work and prohibits the granting of accommodations, derogations or other adaptations in certain circumstances, including with regard to compulsory school attendance.*

*The Act also requires that the conduct of persons required to provide services to students, as well as that of members of school governing boards and members of the boards of directors of school service centres, be guided both by democratic values and Québec values, including the equality of women and men, and by State laicity. It also requires that the remarks, behaviours and decisions of the personnel members of school service centres and of any person required to provide services be guided by those same values and by State laicity. It confers on the Minister the power to determine by regulation the procedure governing examinations of and inquiries into the conduct of members of the governing boards of schools or centres that may contravene the standards governing their functions and powers provided for in the Education Act, the appropriate penalties, and the authorities responsible for determining or imposing them. Furthermore, it prohibits the use of premises and immovables placed at a school's or centre's disposal for religious practices.*

*With respect to the quality of educational services, the Act introduces the obligation for teachers to provide their instructional planning to the principal of the institution at the principal's request and the obligation for the principal to evaluate the teachers every two years.*

*The Act grants the Minister the power to intervene in a case of non-compliance by a school service centre with the provisions of an Act or regulation under the Minister's administration. It also provides that certain decisions by the Minister, such as the decision to suspend a teacher's teaching licence or the decision to revoke such a licence, are not suspended solely because of a proceeding before the Administrative Tribunal of Québec.*

*The Act broadens the obligation for the personnel of a French-language school service centre and for persons required to work with students to use French exclusively in oral and written communications with students or other personnel members.*

*The Act specifies that certain amendments it makes to the Education Act and to the Act respecting private education have effect despite certain provisions of the Charter of human rights and freedoms and of the Constitution Act, 1982.*

**LEGISLATION AMENDED BY THIS ACT:**

- Act respecting private education (chapter E-9.1);
- Act respecting the Institut national d'excellence en éducation (chapter I-13.021);
- Education Act (chapter I-13.3);
- Act respecting the National Student Ombudsman (chapter P-32.01);
- 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).

**REGULATION AMENDED BY THIS ACT:**

- Regulation respecting the standards of ethics and professional conduct applicable to the members of the board of directors of a French-language school service centre (chapter I-13.3, r. 7.02).

## **Bill 94**

### **AN ACT TO, IN PARTICULAR, REINFORCE LAICITY IN THE EDUCATION NETWORK AND TO AMEND VARIOUS LEGISLATIVE PROVISIONS**

THE PARLIAMENT OF QUÉBEC ENACTS AS FOLLOWS:

#### EDUCATION ACT

**I.** The Education Act (chapter I-13.3) is amended by adding the following chapter before Chapter I:

#### **“CHAPTER 0.1**

##### **“PURPOSE**

**“0.1.** The purpose of this Act is to mobilize, in the best interest of students and their success, the entire educational community through an offer of quality educational services and access to a healthy and secure learning environment, conducive to developing students’ full potential and forming citizens who are responsible and fully engaged in the democratic, social, community, economic and cultural life of the Québec State.

To that end, the Act establishes a public school system founded on democratic values and Québec values expressed in particular by the Charter of human rights and freedoms (chapter C-12), including the equality of women and men, and on State laicity, which is based on

- (1) the separation of State and religions;
- (2) the religious neutrality of the State;
- (3) the equality of all citizens; and
- (4) freedom of conscience and freedom of religion.

A further purpose of the Act is to promote, in particular in the context of educational services, the quality of French, the only common language of the Québec nation, within the public school system in order to enable adherence and contribution by all to the distinct culture of that nation.”

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

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

“No accommodation, or other derogation or adaptation, may be granted in connection with compulsory school attendance in any situation other than situations where a student is exempt from that obligation under this section.”;

(2) in the first paragraph,

(a) by inserting “or who must be absent from school for any other health reason” at the end of subparagraph 1;

(b) by inserting “or who must be absent from school by reason of any other disciplinary sanction” at the end of subparagraph 3;

(c) by adding the following subparagraphs at the end:

“(5) a student who must be absent from school to participate in sports, artistic or cultural activities within the school context;

“(6) a student who must be absent from school for exceptional and unforeseeable family reasons;

“(7) a student who must be absent from school or is unable to travel to school by reason of a case of superior force; and

“(8) a student who must be absent from school for judicial reasons.”

**3.** The Act is amended by inserting the following section after section 15:

**“16.** A homeschooled child and his parents must have their face uncovered when any service is being provided to them by the school service centre, including the services provided on behalf of the school service centre, or by a member of the personnel of the Ministère de l'Éducation, du Loisir et du Sport, unless their face must be covered for health reasons or because of a handicap or of requirements tied to the performance of certain tasks. No person who fails to comply with the obligation to have their face uncovered may receive the service they request.”

**4.** Section 18.1 of the Act is amended

(1) by adding the following sentence at the end of the first paragraph: “In addition, they shall act in a manner respectful of the equality of women and men.”;

(2) in the second paragraph,

(a) by replacing “healthy and secure learning environment” by “learning environment that is healthy, secure and free of all forms of bullying, violence,

manifestation of hatred or discrimination, in particular those motivated by racism or homophobia or targeting sexual orientation, sexual or gender identity, a handicap or a physical characteristic”;

(b) by replacing “in civics and anti-bullying and anti-violence activities held by their school” by “in the activities held by the school concerning civics as well as prevention of and the fight against bullying, violence, manifestations of hatred and discrimination”.

**5.** The Act is amended by inserting the following section after section 18.2:

**“18.3.** Students shall have their face uncovered when they are on the premises, such as a room or an immovable, placed at a school’s or centre’s disposal and when any service is being provided to them by the school service centre, including the services provided on behalf of the school service centre or those provided as part of the carrying out of a special school project, unless their face must be covered for health reasons or because of a handicap or of requirements tied to the performance of certain tasks.”

**6.** Section 19 of the Act is amended by adding the following paragraph at the end:

“The methods of instruction and the means of evaluating the progress of students, including the material used for instruction and evaluation purposes, must be in conformity with the educational project of the school, the basic school regulations established by the Government, the programs of activities or of studies established by the Minister, the activities or content prescribed in the broad areas of learning and any other instructional framework the teacher must take into account, and be in keeping with democratic values and Québec values, including the equality of women and men, and with State laicity.”

**7.** Section 22 of the Act is amended

(1) by inserting the following paragraph after paragraph 6.1:

“(6.2) see to compliance with democratic values and Québec values, including the equality of women and men, and with State laicity; and”;

(2) by inserting “, the basic school regulations established by the Government, the programs of activities or of studies established by the Minister, the activities or content prescribed in the broad areas of learning and take into account any other applicable instructional framework” at the end of paragraph 7.

**8.** Section 28.0.1 of the Act is amended

(1) in the second paragraph,

(a) by replacing “of three members, including a chair selected from among the members of the Barreau” by “of at least three members, including a chair who is a lawyer or notary and”;

(b) by striking out “two” in the second sentence;

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

“Each inquiry is conducted by three members, including at least one who is a lawyer or notary, who are designated by the chair. The chair shall designate the member who is to preside over the inquiry.”

**9.** Section 34.3 of the Act is amended

(1) by adding the following subparagraph at the end of the first paragraph:

“(5) fails to comply with the continuing education obligations provided for in section 22.0.1 and the regulation made under section 457.”;

(2) by replacing the second paragraph by the following paragraph:

“Where the Minister attaches conditions to a teaching licence under the first paragraph, the Minister may refuse to renew it, or may suspend or revoke it, if the licence holder fails to comply with any of those conditions.”

**10.** Section 34.7 of the Act is amended by striking out the second paragraph.

**11.** Section 36 of the Act is amended by inserting “, with democratic values and Québec values, including the equality of women and men, and with State laicity” after “opportunity” in the second paragraph.

**12.** The Act is amended by inserting the following section after section 40:

“**40.1.** No premises, such as a room or an immovable, placed at the school’s disposal may be used, in fact and in appearance, for the purposes of religious practices such as overt prayers or other similar practices.”

**13.** Section 55 of the Act is amended

(1) by inserting “or removal” after “departure” in the second paragraph;

(2) by inserting “, removal” after “departure” in the third paragraph.

**14.** Section 71 of the Act is amended by adding the following sentence at the end: “Their conduct must be guided both by democratic values and Québec values, including the equality of women and men, and by State laicity.”

**15.** Section 75.1 of the Act is amended by replacing the second and third paragraphs by the following paragraphs:

“The main purpose of the plan is to prevent and counter all forms of bullying, violence, manifestation of hatred and discrimination targeting a student, a teacher or any other school staff member.

In addition to any elements the Minister may prescribe by regulation, the plan must include

(1) an analysis of the situation prevailing at the school with respect to acts of bullying or violence, manifestations of hatred and discrimination;

(2) the prevention measures to counter all forms of bullying, violence, manifestation of hatred or discrimination, in particular those motivated by racism or homophobia or targeting sexual orientation, sexual identity, a handicap or a physical characteristic;

(3) the measures to encourage parents to collaborate in fighting bullying, violence, manifestations of hatred and discrimination and in creating a healthy and secure learning environment;

(4) the procedures for reporting, or filing a complaint concerning, an act of bullying or violence, a manifestation of hatred or discrimination to or with the institution and, more particularly, those for reporting the use of social media or communication technologies for cyberbullying purposes;

(5) the actions to be taken when a student, teacher or other school staff member or any other person observes an act of bullying or violence, a manifestation of hatred or discrimination or when a report or complaint is sent to the institution by the regional student ombudsman;

(6) the measures to ensure the confidentiality of any report or complaint concerning an act of bullying or violence, a manifestation of hatred or discrimination;

(7) the supervisory or support measures for any student who is a victim of an act of bullying or violence, a manifestation of hatred or discrimination, and those for the witnesses or the perpetrator of such an act;

(8) the specific disciplinary sanctions for acts of bullying or violence, manifestations of hatred or discrimination according to their severity or repetitive nature; and

(9) the required follow-up on any report or complaint concerning an act of bullying or violence, a manifestation of hatred or discrimination.”

**16.** Section 75.2 of the Act is amended

(1) by replacing “bullying or violence” in the first paragraph by “an act of bullying or violence, a manifestation of hatred or discrimination”;

(2) by replacing “any further act of bullying or violence” in the second paragraph by “, where applicable, a repeat occurrence of any act of bullying or violence, any manifestation of hatred or any discrimination”.

**17.** Section 75.3 of the Act is amended by replacing “or violence” by “, violence, a manifestation of hatred or discrimination”.

**18.** Section 76 of the Act is amended

(1) by replacing the first and second paragraphs by the following paragraphs:

“The governing board is responsible for adopting the rules of conduct and the safety measures proposed by the school principal, in the form prescribed by the Minister.

The rules of conduct must set out, among other things,

(1) the attitudes and behaviour that are required of students at all times, which exclude all forms of bullying, violence, manifestation of hatred or discrimination, in particular those motivated by racism or homophobia or targeting sexual orientation, sexual or gender identity, a handicap or a physical characteristic, and ensure respect for the equality of women and men;

(2) the actions and exchanges that are prohibited at all times, regardless of the means used, including those occurring through social media and during school transportation;

(3) the dress code that students must comply with, including the obligation set out in section 18.3 to have their face uncovered;

(4) the applicable disciplinary sanctions according to the severity or repetitive nature of the reprehensible act; and

(5) the role of parents in implementing the rules of conduct.

The Minister may, by regulation, specify the elements that must be set out in the rules of conduct in accordance with the second paragraph and prescribe other elements that must be included in those rules.”;

(2) by adding the following sentence at the end of the third paragraph: “The school’s governing board shall see to it that appropriate means are taken for the parents to have knowledge of the rules of conduct.”;

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

“Every school staff member shall collaborate in implementing the rules of conduct and see to it that every student complies with the obligation to have their face uncovered.”

**19.** Section 83.1 of the Act is amended by replacing “preventing and dealing with bullying and violence” in the first paragraph by “the fight against bullying, violence, manifestations of hatred and discrimination”.

**20.** Section 96.7.1 of the Act is amended by replacing “preventing and stopping bullying and violence” by “fighting bullying, violence, manifestations of hatred and discrimination”.

**21.** Section 96.12 of the Act is amended

(1) by replacing “and of the other provisions governing the school” in the second paragraph by “, of the school’s rules of conduct and of the other provisions governing the school. The principal shall also see to compliance with democratic values and Québec values, including the equality of women and men, and with State laicity within the school”;

(2) by replacing “or violence” in the third paragraph by “or violence, a manifestation of hatred or discrimination”, and by replacing “bullying or violence” in the fourth and fifth paragraphs by “an act of bullying or violence, a manifestation of hatred or discrimination”;

(3) by replacing “set up an anti-bullying and anti-violence team and designate a school staff member to coordinate its work as part of his or her regular duties” in the sixth paragraph by “designate, from among the school’s staff members, a person responsible, as part of that person’s duties, for coordinating the work of a team that the principal shall establish to fight bullying, violence, manifestations of hatred and discrimination”.

**22.** Section 96.21 of the Act is amended

(1) by replacing “, safety measures and anti-bullying and anti-violence measures, and of the procedure to be followed when an act of bullying or violence” in the second paragraph by “and safety measures, of the prevention measures established to counter bullying, violence, manifestations of hatred and discrimination, and of the procedure to be followed when such an act”;

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

“Lastly, the principal shall evaluate the teachers at least every two years. The purpose of the evaluation is to evaluate a teacher’s competencies within the meaning of section 458.1, to assess the teacher’s contribution to the policies and objectives of the school’s educational project and to support and assist the teacher in their professional development. The evaluation must cover, among other things, the teacher’s instructional planning, which shall be provided to the principal on request.”

**23.** The Act is amended by inserting the following section after section 96.21:

**“96.21.1.** When a request for an accommodation on religious grounds by a school staff member involves an absence from work, the principal shall, in addition to the elements that must be specifically considered in accordance with 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), ensure that educational services and childcare services are not compromised.

Despite the first paragraph, the employee who makes the request for an accommodation shall not be granted more days of leave than those provided for in the conditions of employment applicable to the employee.”

**24.** Section 96.27 of the Act is amended

(1) by inserting “, manifestations of hatred or discrimination” after “violence” in the first paragraph;

(2) by replacing “any further act of bullying or violence” in the fourth paragraph by “a repeat occurrence of such conduct”.

**25.** Section 97 of the Act is amended by inserting “and in compliance with democratic values and Québec values, including the equality of women and men, and with State laicity” at the end of the third paragraph.

**26.** The Act is amended by inserting the following section after section 101:

“**101.1.** No premises, such as a room or an immovable, placed at the centre’s disposal may be used, in fact and in appearance, for the purposes of religious practices such as overt prayers or other similar practices.”

**27.** Section 102 of the Act is amended by inserting “, removal” after “departure” in the sixth paragraph.

**28.** Section 110.4 of the Act is amended

(1) by striking out “75.3,” in the first paragraph;

(2) by replacing “and the second paragraph of section 83.1” in the second paragraph by “, those referred to in section 76 and that referred to in the second paragraph of section 83.1”.

**29.** Section 110.9 of the Act is amended by replacing “and of the other provisions governing the centre” in the second paragraph by “, of the centre’s rules of conduct and of the other provisions governing the centre. The principal shall also see to compliance with democratic values and Québec values, including the equality of women and men, and with State laicity within the centre”.

**30.** Section 110.13 of the Act is amended by replacing “96.26” by “96.27”.

**31.** Section 175.1 of the Act is amended by inserting the following paragraph after the second paragraph:

“The obligations imposed on the members under section 177.1 are deemed to form part of the standards of the code and prevail over any incompatible rule set out in that code.”

**32.** Section 177.1 of the Act is amended by adding the following sentence at the end: “Their conduct must be guided both by democratic values and Québec values, including the equality of women and men, and by State laicity.”

**33.** Section 207.1 of the Act is amended by adding the following sentence at the end of the first paragraph: “The school service centre carries out its mission in compliance with democratic values and Québec values, including the equality of women and men, and with State laicity.”

**34.** Section 210.1 of the Act is amended by replacing “his or her potential, free from any form of bullying or violence” and “prevent and stop bullying and violence” by “their potential, free from all forms of bullying, violence, manifestation of hatred or discrimination” and “fight bullying, violence, manifestations of hatred and discrimination”, respectively.

**35.** The Act is amended by inserting the following section after section 212.2:

**“212.3.** The school service centre shall see to it that the rules of conduct of its schools and its centres are in conformity with this Act and, where applicable, with the regulation made by the Minister. It must also see to it that the functions and powers of a school’s or centre’s governing board and of the parents’ committee of the school service centre are respected, and that their operating rules are complied with.”

**36.** Section 213 of the Act is amended by inserting the following paragraphs after the second paragraph:

“An agreement entered into under the first or second paragraph must be made in writing and, if it is entered into with a body or a person other than a school service centre or than an educational institution governed by the Act respecting private education, must be accompanied by the code of ethics provided for in section 258.0.1 and provide that any person who would be required to work with minor or handicapped students or be in contact with them must undertake to comply with that code.

The agreement must, in addition, provide that any person who would be required to provide the services covered by the agreement to students must ensure the students’ compliance with the obligation to have their face uncovered. The agreement must also provide that the person must have their face uncovered when providing those services to the students, unless their face must be covered for health reasons or because of a handicap or of requirements tied to their functions or to the performance of certain tasks, and undertake to have conduct

that is guided both by democratic values and Québec values, including the equality of women and men, and by State laicity.”

**37.** Section 215 of the Act is amended

(1) in the second paragraph,

(a) by replacing “stop any form of bullying or violence” by “counter all forms of bullying, violence, manifestation of hatred or discrimination”;

(b) by inserting “, manifestation of hatred or discrimination” after “act of bullying or violence”;

(c) by replacing “anti-bullying and anti-violence training” by “training on fighting bullying, violence, manifestations of hatred and discrimination”;

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

“Lastly, the agreement must provide that any person who would be required to provide the services covered by the agreement to students must ensure the students’ compliance with the obligation to have their face uncovered. The agreement must also provide that the person must have their face uncovered when providing those services to the students, unless their face must be covered for health reasons or because of a handicap or of requirements tied to their functions or to the performance of certain tasks, and undertake to have conduct that is guided both by democratic values and Québec values, including the equality of women and men, and by State laicity.”

**38.** Section 215.1 of the Act is amended by inserting the following paragraphs after the first paragraph:

“Such a contract must be made in writing, be accompanied by the code of ethics provided for in section 258.0.1 and provide that any person who would be required to work with minor or handicapped students or be in contact with them must undertake to comply with the contract.

The contract must also provide that any person who would be required to provide the services covered by the contract to students must ensure the students’ compliance with the obligation to have their face uncovered. The contract must also provide that the person must have their face uncovered when providing those services to the students, unless their face must be covered for health reasons or because of a handicap or of requirements tied to their functions or to the performance of certain tasks, and undertake to have conduct that is guided both by democratic values and Québec values, including the equality of women and men, and by State laicity.”

**39.** Section 242 of the Act is amended by replacing “acts of bullying or violence” in the third paragraph by “any act of bullying or violence, any manifestation of hatred or any discrimination”.

**40.** Section 258.0.1 of the Act is amended

(1) by inserting “in addition to the elements the Minister may prescribe by regulation,” after “in particular,” in the first paragraph;

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

“Furthermore, the code must provide that the remarks, behaviours and decisions of the members of its personnel and of any person required to provide services on behalf of the school service centre or as part of the carrying out of a special school project shall be guided both by democratic values and Québec values, including the equality of women and men, and by State laicity.”

**41.** The Act is amended by inserting the following sections after section 258.0.2:

**“258.0.3.** The school service centre shall ensure that the conduct of the members of its personnel and of any person required to provide services on its behalf or as part of the carrying out of a special school project is guided both by democratic values and Québec values, including the equality of women and men, and by State laicity.

**“258.0.4.** The following are prohibited from wearing a religious symbol within the meaning of section 6 of the Act respecting the laicity of the State (chapter L-0.3):

(1) any member of the school service centre’s personnel, other than a member to whom the Act respecting the laicity of the State applies, who, for the purposes of their employment, is on the premises, such as a room or an immovable, placed at the disposal of a school or centre or is in the presence of a student;

(2) the director general and the assistant director general in the exercise of their functions;

(3) any person who regularly provides services on the premises, such as a room or an immovable, placed at the disposal of a school or centre, when the person is on those premises; and

(4) any person when providing services to students.

Any provision of an agreement or decree within the meaning of the Act respecting labour standards (chapter N-1.1), of a regulation made under section 451 or of any other contract relating to conditions of employment that

is incompatible with the prohibition set out in the first paragraph is absolutely null.

Where the prohibition on wearing a religious symbol applies to a person who is not a member of the personnel of a school service centre, that prohibition is deemed to be part of the contract binding the person to the school service centre.

Subparagraphs 3 and 4 of the first paragraph do not apply to a driver who effects student transportation.

**“258.0.5.** Any person present on the premises, such as a room or an immovable, placed at the disposal of a school or centre who is required to be in contact with students must have their face uncovered, unless their face must be covered for health reasons or because of a handicap or of requirements tied to their functions or to the performance of certain tasks.”

**42.** Section 266.1 of the Act is amended by adding the following paragraph at the end:

“In addition, a contract that provides for the total or partial use of premises, such as a room or an immovable, placed at the disposal of a school or centre must be made in writing and provide that any person must have their face uncovered when they are on such premises in connection with the performance of the contract, unless their face must be covered for health reasons or because of a handicap or of requirements tied to their functions or to the performance of certain tasks.”

**43.** The Act is amended by inserting the following section after section 267:

**“268.** Any contract of enterprise or for services entered into between a school service centre and a body or person that provides for the carrying out of work or the provision of services on premises, such as a room or an immovable, placed at the disposal of a school or centre must be made in writing and provide that any person who would be required to carry out the work or provide the services covered by the contract must have their face uncovered when carrying out the work or providing the services, unless their face must be covered for health reasons or because of a handicap or of requirements tied to their functions or to the performance of certain tasks.”

**44.** Section 297 of the Act is amended

(1) in the third paragraph,

(a) by replacing “stop any form of bullying or violence” by “counter all forms of bullying, violence, manifestation of hatred or discrimination”;

(b) by inserting “, manifestation of hatred or discrimination” after “act of bullying or violence”;

(c) by replacing “anti-bullying and anti-violence training” by “training on fighting bullying, violence, manifestations of hatred and discrimination”;

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

“The contract must also provide that drivers must have their face uncovered during the transportation of students, unless their face must be covered for health reasons or because of a handicap or of requirements tied to their functions or to the performance of certain tasks, and undertake to have conduct that is guided both by democratic values and Québec values, including the equality of women and men, and by State laicity.”

**45.** The Act is amended by inserting the following subdivision after section 301:

“§10.— *Special provisions applicable to a French-language school service centre*

**“301.1.** A member of the personnel of a French-language school service centre must use French exclusively, in addition to their obligations under the Charter of the French language (chapter C-11), where the following conditions are met:

(1) the personnel member is present on the premises, such as a room or an immovable, placed at the disposal of a school or centre for the purposes of their employment;

(2) the personnel member is communicating orally or in writing with a student or with another personnel member; and

(3) the success and integration of the student, health or public safety does not require the use of another language as well.

This section does not have the effect of preventing the use of an Indigenous language.

**“301.2.** Any contract for services entered into by a French-language school service centre must provide that any person who would be required to work with students or be in regular contact with them must use French exclusively when the person is not providing services and where the following conditions are met:

(1) the person is present on the premises, such as a room or an immovable, placed at the disposal of a school or centre in connection with the performance of the contract;

(2) the person is communicating orally or in writing with a student or with a personnel member; and

(3) the success and integration of the student, health or public safety does not require the use of another language as well.

This section does not have the effect of preventing the use of an Indigenous language.”

**46.** Section 402 of the Act is replaced by the following section:

**“402.** The Comité shall be composed of the following members:

(1) the director general of each school service centre on the island of Montréal, unless a director general appoints as a replacement a person chosen from among the assistant directors general of the school service centre; and

(2) four persons designated by the Minister, including one person domiciled on the island of Montréal and chosen from among students’ parents after consultation with the parents’ committees of the school service centres on the island of Montréal, one person domiciled outside the island of Montréal and chosen from among students’ parents after consultation with organizations representing the parents, and two persons chosen from among the executive staff of the Ministère de l’Éducation, du Loisir et du Sport.

The Minister shall designate under subparagraph 2 of the first paragraph at least one person with expertise in education in economically disadvantaged areas, one person with expertise in finance or accounting or in financial or physical resources management and one person with expertise in governance, ethics, risk management or human resources management.”

**47.** Section 403 of the Act is replaced by the following section:

**“403.** A member referred to in subparagraph 1 of the first paragraph of section 402 may, if unable to take part in a sitting of the Comité, designate an assistant director general of the school service centre concerned as a substitute to sit and vote in place of the member.”

**48.** Section 457.8 of the Act is amended by adding the following paragraph at the end:

“The Minister may also, by that regulation, determine the procedure governing examinations of and inquiries into the conduct of members of a school’s or centre’s governing board that may contravene the standards governing their functions and powers provided for in the Education Act (chapter I-13.3), prescribe the appropriate penalties and designate the authorities responsible for determining or imposing them.”

**49.** The Act is amended by inserting the following section before section 459:

**“458.1.** The Minister shall define the competencies expected of teachers at the preschool education, elementary and secondary school education, vocational training and adult education levels to obtain a teaching licence.”

**50.** The Act is amended by inserting the following section after section 459.5:

**“459.5.0.1.** The Minister shall prepare a guide on good practices with respect to instructional planning and to the evaluation of teachers’ competencies and of their contribution to the policies and objectives of the educational project.”

**51.** Section 459.7 of the Act is amended by inserting “that a school service centre is not complying with the provisions of an Act or regulation under the administration of the Minister or” after “opinion” in the first paragraph.

**52.** Section 479.1 of the Act is amended

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

“Reprisals are also prohibited against a person who, in good faith, communicates information regarding a failure to comply with the code of ethics referred to in section 258.0.1 or a standard of ethics or professional conduct referred to in section 457.8 or cooperates in the processing of that information.”;

(2) by replacing “in the first paragraph” in the second paragraph by “in the first and second paragraphs”;

(3) by adding the following sentence at the end of the third paragraph: “A measure that adversely affects the function of member of a board of directors of a school service centre or of member of a governing board of a school or centre is also presumed to be a reprisal.”

**53.** The Act is amended by inserting the following sections before section 707:

**“706.** No accommodation or other derogation or adaptation may be granted in connection with the application of sections 16, 18.3, 258.0.4 and 258.0.5.

Furthermore, no accommodation or other derogation or adaptation on religious grounds may be granted in connection with the application of sections 19, 40.1, 96.12, 101.1, 222, 222.1, 231, 257 and 461.

**“706.1.** Section 258.0.4 does not apply

(1) to personnel members who, on 19 March 2025, exercise a function within a school service centre, for as long as they exercise the same function within the same school service centre;

(2) to personnel members who exercise, on 19 March 2025, a function within a school service centre and who, after that date, exercise a new function in addition to the one they were exercising previously, for as long as they predominantly exercise the first function within that same school service centre; or

(3) to persons who provide a service in accordance with a contract other than a contract of employment in effect on 30 October 2025, unless the contract is renewed after that date.

**“706.2.** The provisions of sections 0.1, 15, 16, 18.3, 19, 22, 36, 40.1, 71, 76, 96.12, 96.21.1, 97, 101.1, 110.9, 177.1, 207.1, 213, 215, 215.1, 258.0.1, 258.0.3 to 258.0.5, 266.1, 268, 297, 301.1, 301.2 and 706 apply despite sections 1 to 38 of the Charter of human rights and freedoms (chapter C-12).

**“706.3.** The provisions of sections 0.1, 15, 16, 18.3, 19, 22, 36, 40.1, 71, 76, 96.12, 96.21.1, 97, 101.1, 110.9, 177.1, 207.1, 213, 215, 215.1, 258.0.1, 258.0.3 to 258.0.5, 266.1, 268, 297, 301.1, 301.2 and 706 have effect notwithstanding 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).”

## ACT RESPECTING PRIVATE EDUCATION

**54.** Section 54.0.1 of the Act respecting private education (chapter E-9.1) is amended by inserting “in addition to the elements that the Minister may prescribe by regulation,” after “, in particular,” in the first paragraph.

**55.** The Act is amended by inserting the following section after section 54.11.5:

**“54.11.6.** Members of the personnel of an institution not accredited for purposes of subsidies must exercise their functions with their face uncovered, unless their face must be covered for health reasons or because of a handicap or of requirements tied to their functions or to the performance of certain tasks.

The institution must take the necessary means to ensure compliance with the obligation provided for in the first paragraph.

A provision of a collective agreement or a decree within the meaning of the Act respecting labour standards (chapter N-1.1) or of any other contract concerning conditions of employment that is incompatible with the provisions of this section is absolutely null.”

**56.** Section 63.0.1 of the Act is amended by inserting “, a manifestation of hatred or discrimination” after “violence” in the second paragraph.

**57.** Section 63.1 of the Act is amended by replacing the first three paragraphs by the following paragraphs:

“An institution providing educational services belonging to the categories listed in paragraphs 1 to 5 of section 1 must provide a healthy and secure learning environment that allows every student attending it to develop their full potential, free from all forms of bullying, violence, manifestation of hatred or discrimination. To that end, the institution must adopt, in the form prescribed by the Minister, an anti-bullying and anti-violence plan.

The main purpose of the plan is to prevent and counter all forms of bullying, violence, manifestation of hatred and discrimination targeting a student, a teacher or any other personnel member of the institution.

In addition to any elements the Minister may prescribe by regulation, the plan must include

(1) an analysis of the situation prevailing at the institution with respect to acts of bullying or violence, manifestations of hatred and discrimination;

(2) the prevention measures to counter all forms of bullying, violence, manifestation of hatred or discrimination, in particular those motivated by racism or homophobia or targeting sexual orientation, sexual identity, a handicap or a physical characteristic;

(3) the measures to encourage parents to collaborate in fighting bullying, violence, manifestations of hatred and discrimination and in creating a healthy and secure learning environment;

(4) the procedures for reporting, or filing a complaint concerning, an act of bullying or violence, a manifestation of hatred or discrimination to or with the institution and, more particularly, those for reporting the use of social media or communication technologies for cyberbullying purposes;

(5) the actions to be taken when a student, teacher or other personnel member or any other person observes an act of bullying or violence, a manifestation of hatred or discrimination or when a report or complaint is sent to the institution by the regional student ombudsman;

(6) the measures to ensure the confidentiality of any report or complaint concerning an act of bullying or violence, a manifestation of hatred or discrimination;

(7) the supervisory or support measures for any student who is a victim of an act of bullying or violence, a manifestation of hatred or discrimination, and those for the witnesses or the perpetrator of such an act;

(8) the specific disciplinary sanctions for acts of bullying or violence, manifestations of hatred or discrimination according to their severity or repetitive nature; and

(9) the required follow-up on any report or complaint concerning an act of bullying or violence, a manifestation of hatred or discrimination.”

**58.** Section 63.2 of the Act is amended

(1) by replacing “bullying or violence” in the first paragraph by “an act of bullying or violence, a manifestation of hatred or discrimination”;

(2) by replacing “any further act of bullying or violence” in the second paragraph by “where applicable, a repeat occurrence of any act of bullying or violence, any manifestation of hatred or any discrimination”.

**59.** Section 63.3 of the Act is amended

(1) by replacing the first and second paragraphs by the following paragraphs:

“The institution is responsible for adopting, in the form prescribed by the Minister, the rules of conduct and safety measures applicable in the institution, including the obligation for students to conduct themselves in a civil and respectful manner toward their peers and the institution’s personnel, to contribute to creating a healthy and secure learning environment, and to take part in the activities held by the institution concerning civics as well as prevention of and the fight against bullying, violence, manifestations of hatred and discrimination.

The rules of conduct must set out, among other things,

(1) the attitudes and behaviour that are required of students at all times, which exclude all forms of bullying, violence, manifestation of hatred or discrimination, in particular those motivated by racism or homophobia or targeting sexual orientation, sexual or gender identity, a handicap or a physical characteristic, and ensure respect for the equality of women and men;

(2) the actions and exchanges that are prohibited at all times, regardless of the means used, including those occurring through social media and during school transportation;

(3) the dress code that students must comply with, including the obligation set out in the educational service contract to have their face uncovered;

(4) the applicable disciplinary sanctions according to the severity or repetitive nature of the reprehensible act; and

(5) the role of parents in implementing the rules of conduct.

The Minister may, by regulation, specify the elements that must be set out in the rules of conduct in accordance with the second paragraph and prescribe other elements that must be included in those rules.”;

(2) by adding the following sentence at the end of the third paragraph: “The institution must see to it that appropriate means are taken for the parents to have knowledge of the rules of conduct.”;

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

“Every member of the institution’s personnel must collaborate in implementing the rules of conduct and see to it that every student complies with the obligation to have their face uncovered.”

**60.** Section 63.5 of the Act is amended

(1) by replacing “set up an anti-bullying and anti-violence team and designate a school staff member to coordinate its work as part of his or her regular duties” in the first paragraph by “designate, from among the members of its personnel, a person responsible, as part of that person’s duties, for coordinating the work of a team that the institution shall establish to fight bullying, violence, manifestations of hatred and discrimination”;

(2) by replacing “and anti-bullying and anti-violence measures and of the procedure to be followed when an act of bullying or violence” in the second paragraph by “, of the prevention measures established to counter bullying, violence, manifestations of hatred and discrimination, and of the procedure to be followed when such an act”;

(3) by replacing “or violence” in the third paragraph by “, violence, a manifestation of hatred or discrimination”;

(4) by inserting “, a manifestation of hatred or discrimination” after “or violence” in the fourth paragraph.

**61.** Section 63.6 of the Act is amended by inserting “, manifestations of hatred or discrimination” after “violence” in the first paragraph.

**62.** Section 63.7 of the Act is amended by replacing “preventing and stopping bullying and violence” by “fighting bullying, violence, manifestations of hatred and discrimination”.

**63.** Section 63.8 of the Act is amended by inserting “, a manifestation of hatred or discrimination” after “violence”.

**64.** Section 65.2 of the Act is amended

(1) in the second paragraph,

(a) by replacing “stop any form of bullying or violence” by “counter all forms of bullying, violence, manifestation of hatred or discrimination”;

(b) by inserting “, manifestation of hatred or discrimination” after “act of bullying or violence”;

(c) by replacing “anti-bullying and anti-violence training” by “training on fighting bullying, violence, manifestations of hatred and discrimination”;

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

“Lastly, the agreement must provide that any person who would be required to provide the services covered by the agreement to students must ensure the students’ compliance with the obligation to have their face uncovered. The agreement must also provide that the person must have their face uncovered when providing those services to the students, unless their face must be covered for health reasons or because of a handicap or of requirements tied to their functions or to the performance of certain tasks.”

**65.** The Act is amended by inserting the following section after section 68:

**“68.1.** The educational service contract for educational services belonging to a category mentioned in any of paragraphs 1 to 5 of section 1 of this Act must, on pain of nullity, set out the students’ obligation to have their face uncovered when they are on the premises, such as a room or an immovable, of the institution and when services are being provided to them by the institution, including services provided on behalf of the institution or those provided as part of the carrying out of a special school project, unless their face must be covered for health reasons or because of a handicap or of requirements tied to the performance of certain tasks.

The contract must also provide that no accommodation or other derogation or adaptation, except those provided for by this Act, may be granted in connection with the students’ obligation to have their face uncovered.”

**66.** The Act is amended by inserting the following sections after section 174:

**“175.** No accommodation or other derogation or adaptation may be granted in connection with the application of section 54.11.6.

**“175.1.** A service contract to provide educational services belonging to one of the categories mentioned in paragraphs 1 to 5 of section 1, entered into before 30 October 2025 and whose performance continues after that date, is deemed to include the obligation set out in section 68.1.

**“175.2.** The provisions of sections 54.11.6, 63.3, 65.2, 68.1, 175 and 175.1 apply despite sections 1 to 38 of the Charter of human rights and freedoms (chapter C-12).

**“175.3.** The provisions of sections 54.11.6, 63.3, 65.2, 68.1, 175 and 175.1 have effect notwithstanding 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).”

#### ACT RESPECTING THE INSTITUT NATIONAL D’EXCELLENCE EN ÉDUCATION

**67.** Section 5 of the Act respecting the Institut national d’excellence en éducation (chapter I-13.021) is amended

(1) by inserting “and based on teachers’ competencies within the meaning of section 458.1 of the Education Act (chapter I-13.3)” at the end of paragraph 7;

(2) by inserting “and based on teachers’ competencies within the meaning of section 458.1 of that Act” after “(chapter I-13.3)” in paragraph 8.

#### ACT RESPECTING THE NATIONAL STUDENT OMBUDSMAN

**68.** Sections 16, 19, 24, 25, 28 and 36 of the Act respecting the National Student Ombudsman (chapter P-32.01) are amended by inserting “, a manifestation of hatred or discrimination” after all occurrences of “bullying or violence”, and sections 57 to 59 of that Act are amended by inserting “, manifestations of hatred or discrimination” after all occurrences of “bullying or violence”.

#### 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

**69.** Section 14 of 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.

#### REGULATION RESPECTING THE STANDARDS OF ETHICS AND PROFESSIONAL CONDUCT APPLICABLE TO THE MEMBERS OF THE BOARD OF DIRECTORS OF A FRENCH-LANGUAGE SCHOOL SERVICE CENTRE

**70.** Section 2 of the Regulation respecting the standards of ethics and professional conduct applicable to the members of the board of directors of a French-language school service centre (chapter I-13.3, r. 7.02) is amended by adding the following sentence at the end of the first paragraph: “His or her conduct is guided both by democratic values and Québec values, including the equality of women and men, and by State laicity.”

**71.** Section 32 of the Regulation is amended by replacing the second paragraph by the following paragraphs:

“It sends the Minister its decision on the admissibility of the disclosure and the reasons for its decision within 15 days of receipt of the disclosure.

The Minister may, within 15 days of receiving a decision, cancel it and, if applicable, conclude that the disclosure is admissible.

On the expiry of the period specified in the third paragraph or on receipt of the Minister’s decision, the committee sends, without delay, its decision or, if applicable, the Minister’s decision on the admissibility of the disclosure to the informant and to the member covered by the disclosure.”

**72.** Section 33 of the Regulation is amended by replacing “If it does not dismiss the disclosure” in the first paragraph by “Where a disclosure is admissible”.

**73.** Section 34 of the Regulation is amended

(1) by replacing “the member and the informant” in the second paragraph by “the Minister”;

(2) by inserting the following paragraphs after the second paragraph:

“The Minister may, within 15 days of receiving the conclusions of the committee, substitute his or her own conclusions for the committee’s conclusions. In that case, the Minister sends the committee his or her conclusions and the reasons for them as well as, if applicable, his or her recommendations. The committee informs in writing the informant and the member covered by the disclosure of the Minister’s conclusions.

On the expiry of the period specified in the third paragraph or, if applicable, on receipt of the Minister’s conclusions, the committee informs in writing the informant and the member covered by the disclosure of its conclusions or those of the Minister.”;

(3) by replacing the first sentence in the third paragraph by the following sentence: “Where the committee or the Minister comes to the conclusion that the member under inquiry has contravened this Regulation, the committee sends without delay a report giving the reasons for that conclusion and its recommendations or those of the Minister to the secretary general and to the member under inquiry.”

## FINAL PROVISIONS

**74.** The code of ethics for school service centres and private educational institutions posted on 5 March 2025 on the website of the Ministère de l’Éducation, du Loisir et du Sport is deemed to have been prescribed by a

regulation of the Minister made under section 258.0.1 of the Education Act (chapter I-13.3), as amended by section 40 of this Act, and section 54.0.1 of the Act respecting private education (chapter E-9.1), as amended by section 54 of this Act.

**75.** The designations of members of the Comité de gestion de la taxe scolaire de l'île de Montréal made under subparagraph 1 of the first paragraph of section 402 of the Education Act (chapter I-13.3) end on 29 October 2025.

The designations of members of the Comité referred to in subparagraph 2 of the first paragraph of section 402 of the Education Act made before 29 October 2025 and still valid on that date remain so until the first four members are designated by the Minister under subparagraph 2 of the first paragraph of section 402, as amended by section 46 of this Act.

**76.** The provisions of this Act come into force on 30 October 2025, except

(1) the provisions of subparagraph *a* of paragraph 2 of section 4 as concerns the words “manifestation of hatred or discrimination”, subparagraph *b* of paragraph 2 of that section, sections 15 to 17, paragraphs 1 and 2 of section 18, sections 19 and 20, paragraphs 2 and 3 of section 21, sections 22, 24 and 28, section 29 as concerns the obligation to see to it that the rules of conduct of centres are complied with, sections 30, 31 and 34, section 35 as concerns the obligation to ensure the application of the rules of conduct of centres, paragraph 1 of section 37, sections 39 and 40, paragraph 1 of section 44, sections 49, 50 and 56 to 58, paragraphs 1 and 2 of section 59, sections 60 to 63, paragraph 1 of section 64, and sections 67 and 68, which come into force on the date or dates to be set by the Government;

(2) the provisions of section 9, which come into force on the date of coming into force of the first regulation made under section 457 of the Education Act (chapter I-13.3); and

(3) the provisions of sections 13, 27 and 48, which come into force on the date of coming into force of the first regulation made under the last paragraph of section 457.8 of the Education Act, as amended by section 48 of this Act.

