



Equitable language requirements

WHAT IS SECTION 91?

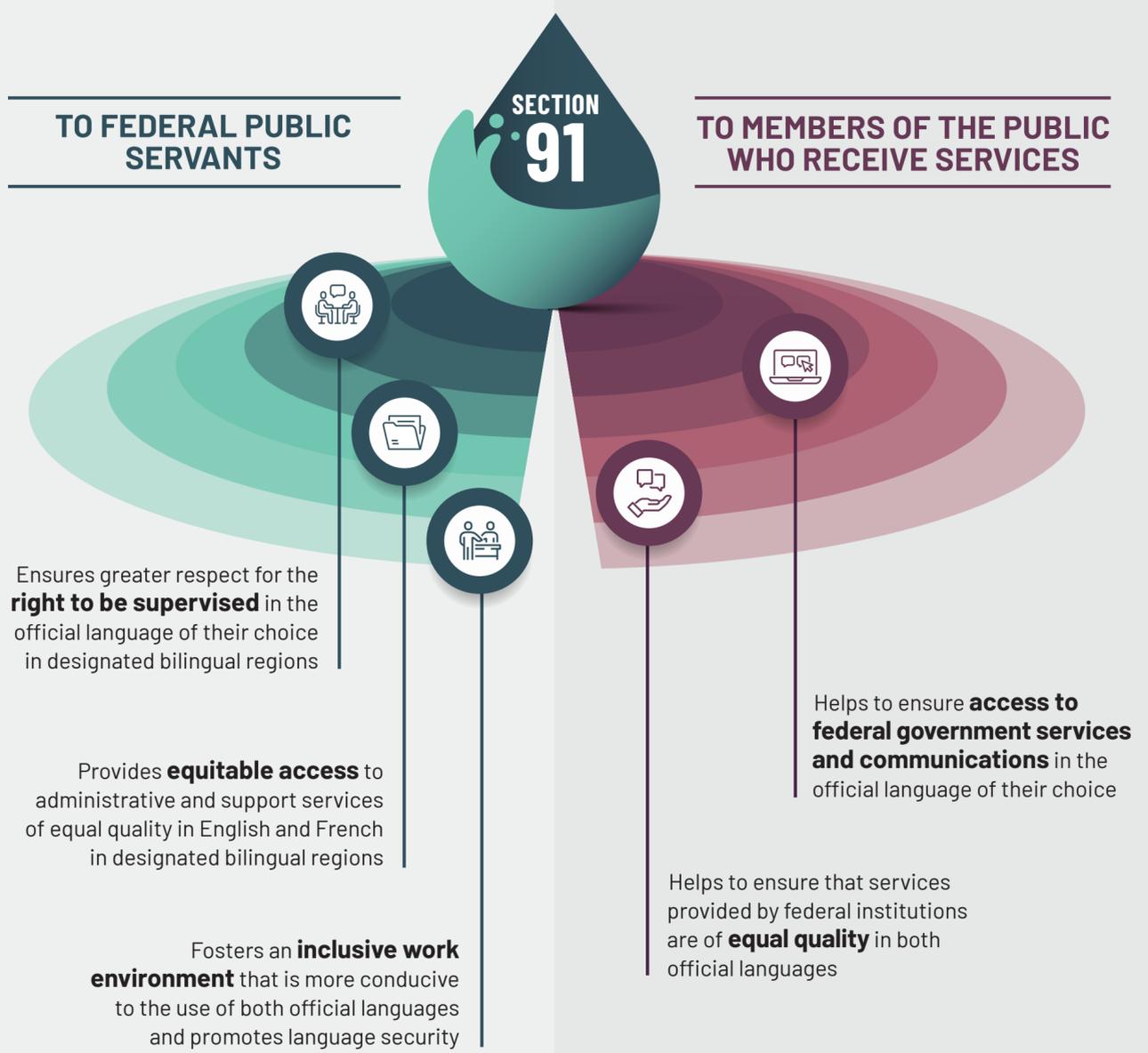
Section 91 of the *Official Languages Act* stipulates that bilingualism requirements for positions must be defined objectively and in accordance with what is required to perform the functions of the position, while respecting language rights.

The language requirements of positions in Canadian federal institutions must not be established arbitrarily. They are designed to safeguard fundamental language rights:

- For the public:** To obtain services and communications in the official language of their choice
- For federal public servants:** To exercise their right to work in the official language of their choice in designated bilingual regions
- For institutions:** To ensure full compliance with language obligations

POSITIVE IMPACT

Objectively establishing the language requirements of a position directly **benefits:**



LET'S GET TO WORK!

How can federal institutions ensure compliance with section 91?

