

ccdi.ca



Nunavut territorial legislation guide

February 2026



Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l'inclusion

Contents

Introduction3

Access to Information and Protection of Privacy Act4

Labour Standards Act5

Nunavut Human Rights Act6

Safety Act and Occupational Health and Safety Regulations7

Workers' Compensation Act8

Introduction

This guide provides a brief overview of key employment, health and safety, privacy, and diversity, equity, inclusion and accessibility (DEIA) legislation in Nunavut. For each piece of legislation, we outline why it is important to employers and how it relates to DEIA, who and what it applies to, the latest date of amendment, the key requirements for employers (highlighting how the legislation specifically affects workplace practices), and the penalties for non-compliance. This guide is intended for general informational purposes only and does not constitute legal advice.

We encourage organizations to use this guide as a starting point for understanding their obligations under the law. However, this guide is not exhaustive and there are details, exceptions, and nuances in the legislation that require further reading or consultation to fully understand and apply. Additionally, while the information and links provided are accurate at the time of publication, this guide is not updated with every legislative change. Users should review the relevant legislation to confirm current requirements.

While compliance with the law is the baseline, we also recommend that organizations go beyond compliance where possible, proactively building workplaces that prioritize safety, inclusion, and equity in policies, practices, and culture.

Note that this resource covers legislation specific to one province or territory. A Canadian federal legislation guide is also available.

Access to Information and Protection of Privacy Act

Why this legislation matters

The Access to Information and Protection of Privacy (ATIPP) Act promotes transparency, accountability, and trust in Nunavut's public bodies while protecting the personal privacy of individuals. The ATIPP balances the public's right to know how government operates with the need to safeguard sensitive and personal information.

Applies to

- Public bodies in Nunavut and to the records they hold or control.

Last amendments

- 2024-09-03

Requirements for employers

- Ensure that personal information is only collected, used or disclosed as permitted under the Act.
- Follow the Act's requirements for privacy protections, limits on collection, accuracy, security, and retention.
- Respond to access requests within the statutory timelines.
- Provide individuals access to their own personal information and permit correction requests.

Penalties for non-compliance

- The Information and Privacy Commissioner may investigate complaints and make recommendations.
- If a public body fails to comply, the matter can be brought before the Nunavut Court of Justice, which can issue binding orders requiring compliance.
- Wilful contravention of certain provisions of the Act (e.g., destroying records to avoid an access request or obstructing the Information and Privacy Commissioner) can be prosecuted and fined up to \$10,000.

Further reading

- [Access to Information and Protection of Privacy Act](#)
- [What is Access to Information and Protection of Privacy \(ATIPP\)](#), Government of Nunavut

Labour Standards Act

Why this legislation matters

The Nunavut Labour Standards Act establishes minimum employment standards to protect employees and ensure fair treatment in the workplace. It sets clear rules around hours of work, wages, overtime, general holidays, and other basic working conditions. These standards help create consistency across workplaces and protect employees from unfair or unsafe labour practices.

Applies to

- Employment in Nunavut that is local or private in nature.

Latest amendments

- 2022-06-21

Requirements for employers

- The Labour Standards Act establishes minimum standards for key employment conditions, such as:
 - Minimum wage
 - Hours of work and overtime
 - Time frames for wage payment
 - Required days of rest, holidays, and vacation
 - Proper notice or pay on termination

Penalties for non-compliance

- Penalties for non-compliance are intended to ensure that minimum employment standards are respected and that employees receive fair treatment.
- Penalties focus on investigations or conduct workplace inspections for compliance with the act.
- Serious or repeated non-compliances may result in legal prosecutions and fines.

Further reading

- [Labour Standards Act](#)
- [Nunavut Labour Standards Act](#), Nunavut Labour Standards Board

Nunavut Human Rights Act

Why this legislation matters

The Human Rights Act is designed to protect individuals from discrimination and harassment to promote equality, dignity, and respect in Nunavut. The Act ensures that all people are treated fairly regardless of personal characteristics such as disability status, and that everyone has equal access to employment, services, housing, and public life.

Applies to

- All persons in Nunavut, including individuals, businesses, organizations, agencies, and the government of Nunavut itself.

Latest amendment

- 2023-04-21

Requirements for employers

- Prohibit discrimination in employment.
- Ensure the work environment is free from harassment or discriminatory behaviour.
- Accommodate employees' needs related to protected characteristics (for example, disability, religion, family status) up to the point of undue hardship.
- Ensure policies and practices do not directly or indirectly discriminate on prohibited grounds.

Penalties for non-compliance

- Non-compliance typically results in a Tribunal process that can lead to orders for compensation and corrective action.
- Tribunal orders are enforceable through the courts.

Further reading

- [Human Rights Act](#)
- [Resources](#), Nunavut Human Rights Tribunal

Safety Act and Occupational Health and Safety Regulations

Why this legislation matters

The Safety Act and Occupational Health and Safety Regulations exist to protect the health, safety, and well being of workers in all workplaces. Many jobs in Nunavut have higher risks due to harsher weather conditions, remote locations, heavy equipment, and physically demanding work. This legislation sets minimum safety standards to help prevent workplace accidents, injuries, and fatalities.

Applies to

- Almost all employers and employees operating in Nunavut, including supervisors, contractors and subcontractors, and self-employed workers.
- Everyone in a workplace has responsibilities under the legislation.

Latest amendments

- 2025-09-18

Requirements for employers

- Provide and maintain safe systems of work and work environments.
- Arrange for safe use, handling, storage, and transport of articles and substances to protect workers' safety.
- Provide necessary information, instruction, training, and supervision to ensure workers can work safely.
- Provide and maintain a safe means of entrance and exit for the work site.

Penalties for non-compliance

- Penalties focus on being fined for failing to comply with the legislation and may increase depending on the seriousness of offence.
- Repeated violations may result in legal action.
- Employers can be held legally responsible if non-compliance contributes to a serious workplace injury.

Further reading

- [Safety Act](#)
- [Occupational Health and Safety Regulations](#)

Workers' Compensation Act

Why this legislation matters

The Workers' Compensation Act establishes the workers' compensation system, which provides no-fault insurance coverage for workplace injuries and illnesses. The Act ensures all workers have equal access to injury benefits, rehabilitation, and return-to-work support.

Applies to

- All employers and workers in Nunavut, including training situations and certain non-traditional work arrangements.
- The Act is administered by the Workers' Safety and Compensation Commission (WSCC), which operates in both the Northwest Territories and Nunavut.

Latest amendments

- 2021-07-01

Requirements for employers

- Register with the Workers' Safety and Compensation Commission (WSCC).
- Report work-related injuries or illnesses to the WSCC within the required time frame and cooperate in claim investigations.
- Pay premiums based on their payroll and industry classification and keep accounts in good standing.
- Cooperate in rehabilitation and return-to-work planning, including offering suitable work when reasonably possible.

Penalties for non-compliance

- Failing to comply with requirements can lead to administrative penalties up to \$10,000.
- The Workers' Safety and Compensation Commission (WSCC) may impose additional penalties or interest charges for unpaid premiums or non-compliance.
- Non-compliant employers may lose coverage and become liable for injury costs and legal action.

Further reading

- [Workers' Compensation Act](#)
- [Workers' Safety and Compensation Commission \(WSCC\)](#)