

ccdi.ca



Quebec provincial legislation guide

February 2026



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

Contents

Introduction3

Charter of human rights and freedoms – Charte des droits et libertés de la personne4

Act to secure handicapped persons’ rights – Loi assurant l’exercice des droits des personnes handicapées5

Act respecting access to documents held by public bodies and the protection of personal information – Loi sur l’accès aux documents des organismes publics et sur la protection des renseignements personnels6

Pay Equity Act – Loi sur l’équité salariale7

Act respecting the protection of personal information in the private sector – Loi sur la protection des renseignements personnels dans le secteur privé8

Act respecting occupational health and safety – Loi sur la santé et la sécurité du travail9

Regulation respecting occupational health and safety – Règlement sur la santé et la sécurité du travail..... 10

Act respecting industrial accidents and occupational diseases – Loi sur les accidents du travail et les maladies professionnelles 11

Act respecting labour standards – Loi sur les normes du travail..... 12

Introduction

This guide provides a brief overview of key employment, health and safety, privacy, and diversity, equity, inclusion and accessibility (DEIA) legislation in Quebec. 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.

Charter of human rights and freedoms – Charte des droits et libertés de la personne

Why this legislation matters

This is Quebec's core human rights law. It protects people from discrimination and harassment (including in employment). DEIA work often aims to go beyond legal compliance, but this Charter sets the legal floor for fair and respectful treatment.

Applies to

- People and organizations in Quebec; in employment, it shapes how employers must treat workers and applicants.

Latest amendment

- 2025-09-01

Requirements for employers

- Do not discriminate in hiring, pay, scheduling, discipline, promotion, or termination on protected grounds.
- Prevent and address harassment and discriminatory conduct in the workplace.
- Accommodate employees' needs (for example, disability-related needs) up to the point of undue hardship.

Penalties for non-compliance

- Complaints can lead to investigations and legal proceedings. Remedies can include orders to change practices and payment of damages.

Further reading

- [Charter of human rights and freedoms](#)
- [La Commission des droits de la personne et des droits de la jeunesse](#)

Act to secure handicapped persons' rights – Loi assurant l'exercice des droits des personnes handicapées

Why this legislation matters

This law supports accessibility and integration for persons with disabilities. It matters for inclusion because it pushes organizations to remove barriers (not just respond to individual requests).

Applies to

- Many public bodies in Quebec (and sets expectations and frameworks that influence services and employment practices).

Latest amendment

- 2025-06-05

Requirements for employers

- Develop and publish an accessibility action plan where required and report on progress.
- Identify barriers and take steps to improve access to services, communications, and facilities.
- Consider disability inclusion in policies, procurement, and service design.

Penalties for non-compliance

- Oversight and compliance mechanisms vary by organization type. Requirements may be tied to reporting and accountability measures.

Further reading

- [Act to secure handicapped persons' rights](#)
- [Office des personnes handicapées du Québec](#)

Act respecting access to documents held by public bodies and the protection of personal information – Loi sur l'accès aux documents des organismes publics et sur la protection des renseignements personnels

Why this legislation matters

This law supports transparency while protecting personal information. For equity, clear access rules help the public understand decisions, and strong privacy rules protect vulnerable people from harm caused by misuse of data.

Applies to

- Public bodies in Quebec (for example, ministries, many public institutions, and certain municipal bodies).

Latest amendment

- 2025-09-01

Requirements for employers

- Respond to access-to-information requests within legal timelines (with permitted exceptions).
- Collect, use, disclose, and retain personal information only as allowed, with safeguards to protect it.
- Limit access to personal information to what is needed for work.
- Keep logs/records where required.

Penalties for non-compliance

- People can complain to the CAI (Commission d'accès à l'information du Québec). Orders and penalties can apply for certain offences.

Further reading

- [Act respecting access to documents held by public bodies and the protection of personal information](#)
- [Commission d'accès à l'information du Québec - English site](#)

Pay Equity Act – Loi sur l'équité salariale

Why this legislation matters

Pay equity addresses systemic wage gaps between job classes that are predominantly held by women and those predominantly held by men.

Applies to

- Private and public employers in Quebec with at least 10 employees (with specific rules depending on size).

Latest amendment

- 2025-09-01

Requirements for employers

- Complete a pay equity exercise if required (identify job classes, evaluate, compare, and correct wage gaps).
- Post required notices and results for employees.
- Maintain pay equity at required intervals and update when workplace changes affect results.

Penalties for non-compliance

- If an employer does not meet obligations, enforcement measures and fines may apply. The size of penalties depends on the situation (for example, repeated non-compliance).

Further reading

- [Pay Equity Act](#)
- [Équité salariale](#), CNESST

Act respecting the protection of personal information in the private sector – Loi sur la protection des renseignements personnels dans le secteur privé

Why this legislation matters

Privacy rules shape how organizations treat personal data about employees, customers, and the public. Privacy failures often hit marginalized people harder (for example, through profiling, identity fraud, or discrimination).

Applies to

- Most private-sector enterprises that collect, use, or disclose personal information in Quebec.

Latest amendment

- 2025-04-01

Requirements for employers

- Designate a person responsible for privacy and publish contact information.
- Adopt policies and practices for managing personal information (collection, use, retention, destruction).
- Use clear purposes and, where required, obtain valid consent.
- Assess privacy risks for certain projects (for example, new systems or data sharing) and manage third-party providers.
- Keep an incident register and notify individuals and the CAI (Commission d'accès à l'information du Québec) when a breach poses a serious risk.

Penalties for non-compliance

- The law allows for administrative monetary penalties and penal fines for serious or repeated violations. Penalty amounts depend on the breach and the organization's situation.

Further reading

- [Act respecting the protection of personal information in the private sector](#)
- [Protection des renseignements personnels](#), CAI

Act respecting occupational health and safety – Loi sur la santé et la sécurité du travail

Why this legislation matters

This law sets the baseline for preventing workplace injuries and illnesses. It matters for equity and inclusion because safety measures must work for everyone, including workers with disabilities, younger or older workers, and people who may face higher exposure to hazards.

Applies to

- Most workplaces and workers in Quebec (with some exceptions for federally regulated industries).

Latest amendment

- 2025-09-01

Requirements for employers

- Identify workplace hazards and reduce them at the source where possible.
- Provide safe work methods, training, and supervision.
- Maintain workplaces, equipment, and work organization in a way that protects health and safety.
- Work with worker participation mechanisms (for example, a health and safety representative or committee where required).
- Report serious incidents and cooperate with CNESST inspections and orders.

Penalties for non-compliance

- CNESST can issue orders and fines may apply. Fines generally increase for repeat offences and can be higher where health or safety is seriously compromised.

Further reading

- [Act respecting occupational health and safety](#)
- [Trouvez de l'information sur les normes du travail, l'équité salariale ou la santé et la sécurité du travail](#), CNESST

Regulation respecting occupational health and safety – Règlement sur la santé et la sécurité du travail

Why this legislation matters

This regulation turns safety principles into concrete rules (for example, protective equipment, safe equipment, and exposure limits). Clear rules help make safety consistent across different jobs and reduce gaps that can disproportionately affect marginalized workers.

Applies to

- Employers and workplaces covered by the occupational health and safety system in Quebec.

Latest amendment

- 2025-09-01

Requirements for employers

- Follow detailed technical safety rules (for example, guarding, ventilation, and safe handling of hazardous products).
- Provide and maintain appropriate protective equipment when hazards cannot be eliminated.
- Set up safe work procedures and ensure workers know them.
- Ensure first aid, emergency measures, and signage are in place where required.

Penalties for non-compliance

- Non-compliance can lead to CNESST orders and fines (often enforced through the enabling Act).

Further reading

- [Regulation respecting occupational health and safety](#)
- [Trouvez de l'information sur les normes du travail, l'équité salariale ou la santé et la sécurité du travail, CNESST](#)

Act respecting industrial accidents and occupational diseases – Loi sur les accidents du travail et les maladies professionnelles

Why this legislation matters

This law supports workers who are injured or become ill because of work. A fair claims and return-to-work process helps reduce long-term disability and protects workers from being pushed out of employment after an injury.

Applies to

- Most employers and workers covered by Quebec's workers' compensation system (CNESST).

Latest amendment

- 2025-09-01

Requirements for employers

- Report workplace injuries and occupational diseases to CNESST as required and keep records.
- Cooperate in claims management and provide information requested by CNESST.
- Support safe and timely return-to-work (for example, suitable work when possible).
- Pay required premiums/assessments and comply with CNESST decisions.

Penalties for non-compliance

- Penalties and fines can apply for failures to report, cooperate, or comply with the law. CNESST may also impose financial consequences through assessments.

Further reading

- [Act respecting industrial accidents and occupational diseases](#)
- [Trouvez de l'information sur les normes du travail, l'équité salariale ou la santé et la sécurité du travail](#), CNESST

Act respecting labour standards – Loi sur les normes du travail

Why this legislation matters

Labour standards set minimum rules for hours, pay, leave, and termination. Strong minimum standards protect workers who may have less bargaining power, which is often linked to inequity.

Applies to

- Most employees in Quebec, with some sector-based exceptions.

Latest amendment

- 2025-09-01

Requirements for employers

- Meet minimum standards for wages, hours of work, overtime, rest periods, and statutory holidays.
- Provide required leaves (for example, family-related and illness-related leaves) and protect employees from reprisals.
- Provide pay information and keep required employment records.
- Follow minimum notice/termination rules and handle complaints appropriately.

Penalties for non-compliance

- Employees can file complaints and CNESST can order corrective measures. Fines may apply for violations, especially repeated ones.

Further reading

- [Act respecting labour standards](#)
- [Les normes du travail au Québec](#), CNESST