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Saskatchewan provincial legislation guide

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Canadian Centre for Diversity and Inclusion
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Introduction

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

Freedom of Information and Protection of Privacy Act

Why this legislation matters

The Freedom of Information and Protection of Privacy Act (FOIP) governs how public-sector bodies collect, use, and disclose personal information, as well as how the public can access government records. It ensures organizations handle personal information ethically and operate transparently.

Applies to

- Saskatchewan provincial government ministries and provincial agencies, crown corporations, boards, and commissions.

Latest amendment

- 2024-06-12

Requirements for employers

- For public-sector employers, FOIP governs how they collect, use, store, and disclose employee information. For example, employers must:
 - Protect personal information and limit how it's collected, used, and shared.
 - Collect only what is authorized and necessary for employment purposes, inform individuals of the purpose, and use the information only for that purpose.
 - Respond to employee requests to access or correct their personal information within required timelines.

Penalties for non-compliance

- The Saskatchewan Information and Privacy Commissioner may investigate complaints, issue reports and recommendations, and matters can proceed to the Court of King's Bench for enforcement orders.
- Willful offenses can lead to fines up to \$50,000 and possible imprisonment.

Further reading

- [Freedom of Information and Protection of Privacy Act](#)
- [IPC Guide to FOIP](#), Office of the Saskatchewan Information and Privacy Commissioner

Local Authority Freedom of Information and Protection of Privacy Act

Why this legislation matters

The Local Authority Freedom of Information and Protection of Privacy Act (LA FOIP) governs access to information and privacy at the local level. Its purpose is to support transparency, accountability, and privacy protection in local authorities.

Applies to

- Public-sector bodies at the municipal and broader local level, including municipalities, school divisions, post-secondary institutions, health authorities and organizations, police services public libraries, and others.

Latest amendment

- 2024-03-19

Requirements for employers

- For local public-sector employers, LA FOIP governs how they collect, use, store, and disclose employee information. Employers must:
 - Protect personal information and limit how it's collected, used, and shared.
 - Collect only what is authorized and necessary for employment purposes, inform individuals of the purpose, and use the information only for that purpose.
 - Respond to employee requests to access or correct their personal information within required timelines.

Penalties for non-compliance

- The Saskatchewan Information and Privacy Commissioner may investigate complaints, issue reports and recommendations, and matters can proceed to the Court of King's Bench for enforcement orders.
- Willful offenses can lead to fines up to \$50,000 and possible imprisonment.

Further reading

- [Local Authority Freedom of Information and Protection of Privacy Act](#)
- [IPC Guide to LA FOIP](#), Office of the Saskatchewan Information and Privacy Commissioner

Saskatchewan Employment Act

Why this legislation matters

The Saskatchewan Employment Act is Saskatchewan's primary employment standards and workplace health & safety legislation. The Act provides the legal foundation for fair, consistent, and equitable treatment of employees, as well as safe and healthy work environments.

Applies to

- Most provincially regulated employers and employees, including both unionized and non-unionized workplaces, and full-time, part-time, temporary, and casual employees.

Latest amendment

- 2026-01-01

Requirements for employers

- The Act establishes minimum standards for key employment conditions, such as:
 - Wages and pay practices
 - Hours of work and overtime
 - Vacation, public holidays, and job-protected leaves
 - Termination and severance
- The Act also establishes standards for occupational health and safety. Employers must:
 - Reasonably ensure the health, safety, and welfare of workers.
 - Identify and control workplace hazards.
 - Provide training, supervision, and protective equipment.
 - Establish safety committees or representatives where required.

Penalties for non-compliance

- Compliance orders, wage assessments, stop-work orders, and administrative penalties.
- Significant fines can be imposed for contraventions, particularly under OHS provisions.

Further reading

- [Saskatchewan Employment Act](#)
- [Employment Standards](#), Government of Saskatchewan
- [Safety in the Workplace](#), Government of Saskatchewan

Saskatchewan Human Rights Code

Why this legislation matters

The Saskatchewan Human Rights Code entitles the people of Saskatchewan to equal treatment and protection from discrimination in significant areas of daily life. Specifically, the Code prohibits discrimination based on protected grounds in several areas of employment.

Applies to

- Anyone who provides goods, services, education, accommodation, housing, or employment in Saskatchewan, including both the public and private sectors.

Latest amendment

- 2023-08-31

Requirements for employers

- Prevent discrimination in hiring, promotion, compensation, discipline, or termination based on protected grounds.
- Provide reasonable accommodations for needs related to disability, religion, or other protected grounds, to the point of undue hardship.
- Maintain a harassment-free workplace, including responding appropriately to complaints.
- Ensure workplace policies and practices do not create systemic discrimination.

Penalties for non-compliance

- Penalties focus on correcting discrimination and preventing future occurrences.
- Employers may be ordered to stop discriminatory practices, reinstate employees, implement policy changes, or take corrective action.
- Monetary compensation may include lost wages and damages for injury to dignity, feelings, and self-respect. In some cases, additional remedies may be ordered.

Further reading

- [Saskatchewan Human Rights Code](#)
- [For Employers](#), Saskatchewan Human Rights Commission

The Accessible Saskatchewan Act

Why this legislation matters

The Accessible Saskatchewan Act aims to identify, prevent, and remove accessibility barriers for persons with disabilities in Saskatchewan. By setting shared standards and requiring organizations to plan for accessibility, they help ensure that people with disabilities can participate fully in employment and access services without discrimination.

Applies to

- Public sector bodies in Saskatchewan, including government ministries and agencies, municipalities, school divisions, post-secondary institutions, and health authorities.
- A full list of organizations was clarified through the [Accessible Saskatchewan Regulations](#).

Latest amendment

- 2023-12-03

Requirements for employers

- Prepare and publish an accessibility plan outlining how barriers will be identified, removed, and prevented.
- Engage persons with disabilities in developing accessibility plans.
- Establish a process to receive feedback.
- The Act and regulations do not yet include detailed accessibility standards (e.g., specific job-related accessibility requirements), but such standards will be developed over time.

Penalties for non-compliance

- The Saskatchewan Accessibility Office may issue a notice and require corrections.
- Future regulations may establish monetary penalties for failure to comply with accessibility standards or plan requirements.

Further reading

- [The Accessible Saskatchewan Act](#)
- [The Accessible Saskatchewan Act – Summary](#), Government of Saskatchewan

Workers' Compensation Act

Why this legislation matters

The Workers' Compensation Act establishes the no-fault workplace insurance system administered by the Saskatchewan Workers' Compensation Board (WCB). The Act ensures all workers have equal access to injury benefits, rehabilitation, and return-to-work support.

Applies to

- All employers and workers in industries in Saskatchewan, except for specific exemptions (e.g., sole proprietors).

Latest amendment

- 2025-08-01

Requirements for employers

- Register with the WCB and pay premiums.
- Submit an annual Employer's Payroll Statement (EPS) by the required deadline.
- Report workplace injuries or illnesses promptly and keep accurate records.
- Keep contact with and support injured workers with return-to-work or modified duties.
- Maintain a safe and healthy work environment.

Penalties for non-compliance

- The WCB may impose monetary penalties (including administrative penalties up to \$10,000) for non-compliance such as failing to register, report payroll, or report injuries.
- Late registration, late payroll reporting, or late premium payments can result in additional assessments, percentage penalties, and interest charges.

Further reading

- [Workers' Compensation Act](#)
- [Saskatchewan Workers' Compensation Board](#)
- [Resources for employers](#), Saskatchewan Workers' Compensation Board