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Yukon 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 Yukon. 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 Act (ATIPP) promotes transparency, accountability, and privacy protection within public-sector organizations. It gives individuals the right to access government-held information while protecting personal information from unauthorized collection, use, or disclosure.

Applies to

- Public bodies in Yukon, including Yukon government departments, Crown corporations and territorial agencies, Yukon University, Yukon Hospital Corporation, Yukon Workers' Safety and Compensation Board, and certain boards, commissions, and agencies.

Latest amendment

- 2021-04-01

Requirements for employers

- Collect, use, and disclose personal information only as authorized by the Act, and only for purposes that are reasonable and necessary.
- Protect personal information through reasonable safeguards and limit access to authorized employees.
- Respond to access requests and correction requests within legislated timelines.
- Retain and manage records appropriately and cooperate with investigations.
- Report and address privacy breaches where required.

Penalties for non-compliance

- The Yukon Information and Privacy Commissioner has authority to investigate non-compliance and issue binding decisions in some cases.
- Public bodies may be ordered to change practices, disclose records, correct information-handling procedures, or improve privacy protections.
- Certain offences such as obstructing access requests, concealing records, or improperly handling records may lead to fines of up to $25,000 and possible jail time.

Further reading

- Access to Information and Protection of Privacy Act
- Yukon Information and Privacy Commissioner

Employment Standards Act

Why this legislation matters

The Employment Standards Act establishes minimum workplace standards for key employment conditions. These standards support the fair, equitable, and consistent treatment of workers and help protect employees from unsafe or discriminatory employment practices.

Applies to

- Most employees and employers in Yukon, including full-time, part-time, temporary, and casual employees, businesses, nonprofits, and organizations operating in Yukon, and territorial public-sector employers unless otherwise exempted.

Latest amendment

- 2023-04-20

Requirements for employers

- The Employment Standards Act establishes minimum standards for key employment conditions, such as:
  - Minimum wage and pay practices
  - Hours of work and overtime
  - Vacation, general holidays, and job-protected leaves of absence
  - Termination notice and pay
- Employers are also prohibited from retaliating against employees who exercise their rights under the Act or participate in investigations.

Penalties for non-compliance

- Employment Standards officers may investigate complaints, inspect records, and issue compliance orders (e.g., to pay unpaid wages, vacation pay, overtime, or termination pay owed to employees).
- Administrative penalties (up to $500) or prosecution may apply for some violations.
- Convictions under the Act can result in fines up to $10,000 and possible jail time.

Further reading

- Employment Standards Act
- Employment standards, Government of Yukon

Workers' Safety and Compensation Act

Why this legislation matters

The Workers' Safety and Compensation Act establishes Yukon's framework for workplace health and safety and injury prevention. It also establishes the workers' compensation system, which provides no-fault insurance coverage for workplace injuries and illnesses. The Act helps ensure workers are protected from workplace hazards and receive compensation, medical support, and return-to-work assistance if injured on the job.

Applies to

- Most employers and workers in Yukon workplaces.
- The Act is administered by the Workers' Safety and Compensation Board.

Latest amendment

- 2024-04-25

Requirements for employers

- Ensure a safe workplace by identifying hazards, maintaining equipment, and keeping workers protected.
- Provide proper instruction, training, supervision, and safety equipment to workers.
- Cooperate with health and safety committees or representatives where required.
- Register with the Workers' Safety and Compensation Board, pay premiums, and report workplace injuries and incidents within required timelines.
- Cooperate in rehabilitation and return-to-work planning, including considering modified duties or accommodations when appropriate.
- Protect workers from retaliation for reporting injuries or filing claims.

Penalties for non-compliance

- The Workers' Safety and Compensation Board may conduct inspections and investigations, and issue compliance orders, stop-work orders, administrative penalties (up to $250,000 per contravention, plus additional daily penalties for continuing violations), or prosecution for violations of the Act.

Further reading

- Workers' Safety and Compensation Act
- Employers, Workers' Safety and Compensation Board

Yukon Human Rights Act

Why this legislation matters

The Human Rights Act protects individuals from discrimination and harassment in areas like employment, housing, services, and education. The Act helps promote equal opportunity, dignity, and inclusion by ensuring individuals are treated fairly regardless of personal characteristics protected under the legislation.

Applies to

- Employers, employees, service providers, landlords, unions, and other organizations operating within Yukon.

Latest amendment

- 2023-10-13

Requirements for employers

- Prohibit discrimination in employment.
- Prevent and address harassment in the workplace, including sexual harassment.
- Provide reasonable accommodations for needs related to disability, religion, or other protected grounds, to the point of undue hardship.
- Maintain workplace policies and practices that comply with human rights obligations and support a discrimination-free environment.

Penalties for non-compliance

- Individuals can file a complaint with the Yukon Human Rights Commission, which may investigate and attempt settlement. If unresolved, the matter may proceed to a Human Rights Panel, which can hold hearings and issue binding decisions.
- Remedies may include compensation for damages (financial and/or injury to dignity), orders to change policies or practices, reinstatement of employment or access to services (where appropriate), or mandatory human rights training or corrective actions.
- Willful obstruction of or interference with the commission, retaliation against employees, or false reports can lead to penalties up to $2,000.

Further reading

- Human Rights Act
- Yukon Human Rights Commission