

POLICY IV.1:

LANGUAGE USAGE: RELATIONSHIP TO THE LANGUAGE
REQUIREMENTS OF A POSITION

- (a) *The language or languages used by public servants in the performance of their duties will be the language or languages required by the tasks to be performed.*
- (b) *As job descriptions are prepared or amended, appropriate language requirements will be included.*

DISCUSSION:

Because previous policies have not always explicitly stated either the employer's expectations or the employee's privileges and obligations with respect to language use, needless confusion has sometimes occurred. The introduction of a number of new policies is designed to provide clarification for both the employee and the employer.

INTERPRETATION:

Since the identification of the language requirements of each position is to be undertaken on the basis of the work-related need of that position, it should be clear that for some functions of a given position the use of one, or both, official languages is required by the incumbent of the position.