

All new work instruments will be made available simultaneously in both official languages unless it is clear that the need is exclusively for one of the official languages. Existing work instruments which are available in only one official language will be made available in both, if legally required or if a demonstrable need exists.

POLICY I.12:      LANGUAGE USE IN PRESENTING GRIEVANCES

*Public servants, regardless of their location, have a right to present grievances, and have them dealt with in the official language of their choice.*

INTERPRETATION

Public servants have the right to present a grievance in the official language of their choice regardless of their location, the internal language régime, or the language requirements of their position. All managers must ensure, in keeping with established procedures, that arrangements are made to respect the right of public servants to present a grievance in the official language of their choice.