



SUPERVISION: SIX (6) SCENARIOS

As many people have asked for clarification regarding supervision requirements (6.1.2 in the [Directive on Official Languages for People Management](#)), the Official Languages Centre of Excellence has developed the six scenarios below:

Scenario 1: Employee occupies a BILINGUAL position in a BILINGUAL region (*regardless of where the supervisor's position is located*)

Employee has the right to be supervised in English or French

Scenario 2: Employee occupies an EITHER/OR position (See definition in Appendix 1 in the Directive on Official Languages for People Management) **in a BILINGUAL region** (*regardless of where the supervisor's position is located*)

Employee has the right to be supervised in English or French

Scenario 3: Employee occupies a UNILINGUAL position in a BILINGUAL region

Employee is supervised in either English or French, **only if** the following two (2) conditions are met:

- Supervisor occupies a **bilingual position** **AND**
- Supervisor's position is located in a **bilingual region**

Scenario 4: Employee occupies a UNILINGUAL position in a BILINGUAL region

If the conditions outlined in Scenario 3 are not met, the employee is supervised in the language of the position

Scenario 5: Employee occupies a BILINGUAL position in a UNILINGUAL region

Employee is supervised in the language of the region

Scenario 6: Employee occupies a UNILINGUAL position in UNILINGUAL region

Employee is supervised in the language of the region