

Bilingo Quiz : Part V, VI and section 91 of the Official Languages Act

True or false questions

1) The list of Bilingual Regions of Canada for Language-of-Work Purposes are:

- The National Capital Region
- The Province of New Brunswick
- The bilingual region of Montreal
- The bilingual regions of "other parts of Quebec"
- The bilingual region of Eastern Ontario
- The bilingual region of Northern Ontario

a) True

b) False

Correct answer : a) True

Explanation: The *Official Languages Act* recognizes English and French as the languages of work in federal institutions. It states that employees in these regions have the right to work in their chosen official language in accordance with the conditions set out in Part V of the Act. Click on the link [regions designated as bilingual for language-of-work purposes](#) to consult the full list of bilingual regions for language of work.

Reference: Section 35(2) of the [Official Languages Act](#)

2) A candidate applying on an appointment process for an English Essential position can request to be assessed in French (for the exam, the interview, etc).

a) True

b) False

Correct answer: a) True

Explanation: Under the *Official Languages Act*, the Government of Canada is committed to ensuring that English-speaking Canadians and French-speaking Canadians have equal opportunities to obtain employment and advancement in federal institutions. In accordance with this commitment, any person who participates in an appointment process is entitled to communicate and receive available information and services in the official language or languages of their choice, regardless of the location of the position or its official language proficiency requirements. This includes:

- advertisements of employment opportunities and related information;

- notification of being eliminated from consideration for appointment and notification of the name of the person being considered or proposed for appointment;
- any informal discussion resulting from being eliminated from consideration for appointment
- the oath or solemn declaration; and
- any other communication associated with the appointment process.
- any examination or interview to assess qualifications, other than language, in the official language or languages of the person's choice.

Reference: Section 39 of the [Official Languages Act](#)

3) Linguistic insecurity is a feeling of unease, discomfort or anxiety when using your second official language.

- a) True
- b) False

Correct answer: b) False

Explanation: Linguistic insecurity is a feeling of unease, discomfort or anxiety when using **your first or second official language**. Have a look at this [infographic](#) by the Office of the Commissioner of Official Languages to understand how linguistic insecurity affects public servants and 10 Leadership Tips for [Building a linguistically inclusive workplace](#).

Reference: The Office of the Commissioner of Official Languages study entitled [Linguistic \(in\)security at work – Exploratory survey on official languages among federal government employees in Canada](#)

4) A meeting in a bilingual region does not need to be bilingual if all employees attending are bilingual.

- a) True
- b) False

Correct answer: b) False

Explanation: Management has a responsibility to create a work environment conducive to the use of both official languages. Even if all the participants are bilingual, the language preferences of employees may vary and employees should be encouraged to participate in the official language of their choice. Consult the [Official Language Toolkit](#) for more information on bilingual meetings.

Reference: Section 6.1.3 of the [Directive on Official Languages for People Management](#)

5) An employee's first official language refers to the first language learned at home in childhood and still understood by that person.

- a) True
- b) False

Correct answer: b) False

Explanation: First official language refers to the official language, English or French, in which the employee has primary identification and generally feels the most proficient. Mother tongue refers to the first language learned in childhood and still understood, which could be a language other than English or French.

Reference: Public Service Commission's [Language requirements for candidates](#)

6) An employee occupying a bilingual position in Vancouver has the right to be supervised in the official language of their choice.

- a) True
- b) False

Correct answer: b) False

Explanation: The *Official Languages Act* designates a number of regions in Canada where employees of federal departments, agencies and Crown corporations have the right to work in the official language of their choice and where these institutions have the obligation to ensure that their employees may exercise this right. These regions are referred to as bilingual regions for language of work, whereas the other regions are referred to as unilingual regions.

In unilingual regions, the language of work is the one that predominates in the province where the office is located: French in Quebec and English elsewhere. English is the predominant official language in British Columbia and the language of supervision is English, regardless of the language requirements of the position.

Reference: Part V of the [Official Languages Act](#) and 6.1.2 of the [Directive on Official Languages for People Management](#)

7) Your Second Language Evaluation (SLE) results are valid for an indefinite period of time if you remain in the same position, provided that you meet the required language profile of your position.

- a) True
- b) False

Correct answer: a) True

Explanation: Second language evaluation results are valid for 5 years. After that, the results remain valid indefinitely, but only for the position held by the employee, unless the linguistic profile of the position is raised above the employee's skill level (i.e. the employee no longer meets the required level). Employees who obtain an "E" result are exempted from further testing for that language skill.

Reference: Public Service Commission's Guide's on [Assessment of official languages in the appointment process](#)

8) An employee occupying a unilingual position in the National Capital Region cannot request to receive their work tools in the official language of their choice since they only need to use one language official in their job functions.

- a) True
- b) False

Correct answer: b) False

Explanation: Since the National Capital Region is a bilingual region for language of work purposes, work tools must be available in both official languages. Examples of work tools are:

- manuals and handbooks of policies, procedures and directives;
- handbooks and documentation needed to deliver services to the public or to employees; and
- lexicons, official institutional publications, forms and templates that employees consult and other similar tools that they use in performing their duties.

Reference: 6.1.1 of the [Directive on Official Languages for People Management](#)

9) Communications sent to employees in bilingual regions have to be in both official languages.

- a) True
- b) False

Correct answer: a) True

Explanation: Communications and services to employees in bilingual regions must be in both official languages. Communications in only one official language may be issued when using the preferred language of an employee. Consult this [tool](#) for various communication scenarios.

Reference: Section 6.3.1 of the [Directive on Official Languages for Communications and Services](#)

10) An employee's position can be unilingual since they only need to work in the other official language occasionally (for example 10% of the time).

a) True

b) False

Correct answer: b) False

Explanation: The linguistic profile must be determined objectively, based on the job functions of the position, and must be equivalent in the two languages. The proportion of tasks to be carried out in the second official language is not a factor to take into consideration in determining the language requirements because even when a function is performed infrequently, the employee must still have the necessary skills to perform that function when the needs arises.

Reference: Section 91 of the [Official Languages Act](#) and section 6.2.1 of the [Directive on Official Languages for People Management](#)