



Section 91 of the *Official Languages Act*

Did you know that the language requirements of a position cannot be changed to fit a team member's language profile? Language requirements are based on the **position** and not the person in the position.

We can't change the language requirements of a position for any of the following reasons:

- we want to promote a team member
- no one on the team meets the position's language requirements
- we're having trouble recruiting people
- work environment in a region designated bilingual is temporarily unilingual
- the second language isn't often required

The language requirements of a position must always be determined **objectively** and be based on the position's duties and responsibilities (as stated in the work description), and on the level of language skills required when the position is designated bilingual.

You can find tools and references to help you identify the linguistic requirements of a position on the [Community of Official Languages GCwiki](#) page.

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