No. 44

Part 2
LAWS AND REGULATIONS

29 October 2025 / Volume 157

Summary

Regulations and other Acts
Draft Regulations

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Part 2 – LAWS AND REGULATIONS

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Regulation respecting the *Gazette officielle du Québec*, section 4

Part 2 shall contain:

(1) Acts assented to;

(2) proclamations and Orders in Council for the coming into force of Acts;

(3) regulations and other statutory instruments whose publication in the *Gazette officielle du Québec* is required by law or by the Government;

(4) regulations made by courts of justice and quasi-judicial tribunals;

(5) drafts of the texts referred to in paragraphs (3) and (4) whose publication in the *Gazette officielle du Québec* is required by law before they are made, adopted or issued by the competent authority or before they are approved by the Government, a minister, a group of ministers or a government body; and

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M.O., 2025

Order of the Minister of Agriculture, Fisheries and Food, dated 14 October 2025

Act to promote the protection of persons by establishing a framework with regard to dogs
(chapter P-38-002)

Regulation to amend the Regulation respecting the information that must be provided by a local municipality pursuant to section 8 of the Act to promote the protection of persons by establishing a framework with regard to dogs

THE MINISTER OF AGRICULTURE, FISHERIES AND FOOD,

CONSIDERING the first paragraph of section 8 of the Act to promote the protection of persons by establishing a framework with regard to dogs (chapter P-38.002), which provides that each local municipality must make available, in the form and in accordance with the terms the Minister specifies, the information the Minister determines with regard to the application of the Act;

CONSIDERING the publication in Part 2 of the *Gazette officielle du Québec* of 2 July 2025, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), of the draft Regulation to amend the Regulation respecting the information that must be provided by a local municipality pursuant to section 8 of the Act to promote the protection of persons by establishing a framework with regard to dogs with a notice that it could be made by the Minister of Agriculture, Fisheries and Food on the expiry of 45 days following that publication;

CONSIDERING that it is expedient to make the Regulation without amendment;

ORDERS AS FOLLOWS:

The Regulation to amend the Regulation respecting the information that must be provided by a local municipality pursuant to section 8 of the Act to promote the protection of persons by establishing a framework with regard to dogs, attached to this Order, is hereby made.

Québec, 14 October 2025

DONALD MARTEL
Minister of Agriculture, Fisheries and Food

Regulation to amend the Regulation respecting the information that must be provided by a local municipality pursuant to section 8 of the Act to promote the protection of persons by establishing a framework with regard to dogs

Act to promote the protection of persons by establishing a framework with regard to dogs
(chapter P-38.002, s. 8).

1. The Regulation respecting the information that must be provided by a local municipality pursuant to section 8 of the Act to promote the protection of persons by establishing a framework with regard to dogs (chapter P-38.002, r. 2) is amended in section 1 by replacing "15 May" in the portion before subparagraph 1 of the first paragraph by "30 June".

2. This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

107702

M.O., 2025

Order 2025-11 of the Minister of Transport and Sustainable Mobility dated 14 October 2025

Highway Safety Code
(chapter C-24.2)

Pilot project concerning the use of illuminated variable message signs to prohibit the parking of road vehicles

THE MINISTER OF TRANSPORT AND SUSTAINABLE MOBILITY,

CONSIDERING the second paragraph of section 633.1 of the Highway Safety Code (chapter C-24.2) providing that the Minister of Transport and Sustainable Mobility may, by order after consultation with the Société de l'assurance automobile du Québec, authorize the implementation of pilot projects to study, test or innovate in respect of any matter relevant to the Code, set the rules and conditions for the implementation of a pilot project and that the provisions of a pilot project prevail over any inconsistent provision of the Code and its regulations;

CONSIDERING the fourth paragraph of that section providing among other things that pilot projects are conducted for a period of up to three years;

CONSIDERING the fifth paragraph of that section providing that the publication requirement set out in section 8 of the Regulations Act (chapter R-18.1) does not apply to an order made under section 633.1 of the Code and that an order under the second or third paragraph of that section is published in *Gazette officielle du Québec*;

CONSIDERING that the Société de l'assurance automobile du Québec has been consulted on the implementation of the Pilot project concerning the use of illuminated variable message signs to prohibit the parking of road vehicles;

CONSIDERING that it is expedient to make the Pilot project;

ORDERS AS FOLLOWS:

The Pilot project concerning the use of illuminated variable message signs to prohibit the parking of road vehicles, attached to this Order, is hereby made.

Québec, 14 October 2025

JONATAN JULIEN
Minister of Transport and Sustainable Mobility

Pilot project concerning the use of illuminated variable message signs to prohibit the parking of road vehicles

Highway Safety Code
(chapter C-24.2, s. 633.1).

CHAPTER I
IMPLEMENTATION OF THE PILOT PROJECT

1. The Pilot project concerning the use of illuminated variable message signs to prohibit the parking of road vehicles is hereby authorized for the purposes of

(1) testing the use of the traffic signs described in this Pilot project on public highways situated in the territory of a municipality listed in Schedule I;

(2) testing manufacturing and installation standards for the traffic signs; and

(3) gathering information regarding the testing so as to

(*a*) assess whether the message meaning of the traffic signs is efficiently conveyed;

(*b*) determine the conditions under which illuminated variable message signs could be used to prohibit the parking of road vehicles; and

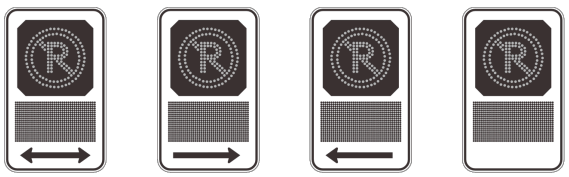
(*c*) determine the manufacturing and installation standards for the traffic signs.

CHAPTER II
TRAFFIC SIGNS

DIVISION I
MEANING OF THE TRAFFIC SIGN MESSAGE

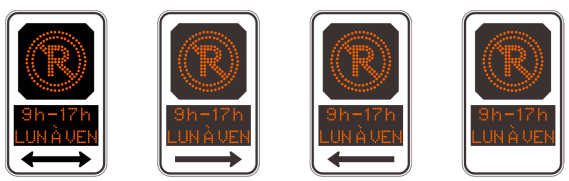
2. A P-150-13-1 Parking Control sign, appearing below, indicates that the parking of a road vehicle on the public highway may become prohibited in the direction shown

by the arrow or, if there is no arrow, upstream and downstream of the sign, within a minimum time of 12 hours or, in the case of snow removal operations, of six hours.



P-150-13-1-G-D P-150-13-1-D P-150-13-1-G P-150-13-1-Ø

3. A P-150-13-2 Parking Control sign, appearing below, indicates that the parking of a road vehicle on the public highway is prohibited at the times and, if applicable, on the days specified, in the direction of the arrow or, if there is no arrow, upstream and downstream of the sign.

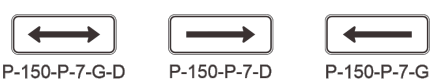


P-150-13-2-G-D P-150-13-2-D P-150-13-2-G P-150-13-2-Ø

4. A P-150-14 Parking Control sign, appearing below, indicates that the parking of a road vehicle is prohibited in the direction of the arrow at certain periods shown on the P-150-13-2 Parking Control sign, or could be prohibited.

P-150-14-G-D P-150-14-D P-150-14-G

5. A P-150-P-7 directional traffic sign, appearing below, on which the direction is shown by an arrow, indicates the portion of the public highway on which the regulatory sign it supplements applies.



P-150-P-7-G-D P-150-P-7-D P-150-P-7-G

DIVISION II
ADDITIONAL TRAFFIC SIGN MANUFACTURING STANDARDS

§1. P-150-13-1 and P-150-13-2 traffic signs

6. The support for P-150-13-1 and P-150-13-2 traffic signs is an illuminated variable message sign.

The sign is identified, for the purposes of manufacturing specifications, by the number of the traffic signs supported, where "-1" or "-2", as applicable, is removed.

7. The sign must have a minimum width of 400 millimetres and a minimum height of 650 millimetres.

8. The sign must be of sheet metal coated with white retroreflective sheeting meeting the requirements of standard ASTM D4956: "Standard Specification for Retroreflective Sheeting for Traffic Control", published by the American Society for Testing and Materials International.

9. The sign must have, from top to bottom, a Parking-Control signal described in Section 8.14.2 of Chapter 8 of the manual entitled "Volume V – Traffic Control Devices", a black display matrix and, optionally, an arrow.

The Parking-Control signal at the top of the sign must, when a P-150-13-2 traffic sign is used, display the letter "P" at the centre of the interdictory symbol. When the sign flashes, the flashing frequency must be between 30 to 60 flashes per minute. The signal may have a visor.

The matrix situated at the centre of the sign must indicate, when a P-150-13-2 traffic sign is used, the times at the top and, if the road vehicle parking prohibition does not apply on all days, the days on which it does apply at the bottom. The indications must be in white, amber or orange, be at least 35 millimetres in height and be of the same size. They may flash only when the Parking-Control signal flashes.

Where applicable, the arrow situated at the bottom of the sign must be black and point to the portion of the public highway on which the parking prohibition applies or is to apply.

If no arrow appears on the sign, the sign may be supplemented by a P-150-P-7 tab sign.

For the purposes of this Pilot project,

"display matrix" means a display matrix within the meaning of Section 8.3 of Chapter 8 of the manual entitled "Volume V – Traffic Control Devices";

"manual entitled "Volume V – Traffic Control Devices"" means the standards determined and set out by the Minister of Transport pursuant to the second paragraph of section 289 of the Highway Safety Code (chapter C-24.2);

"visor" means a visor within the meaning of Section 8.3 of Chapter 8 of the manual entitled "Volume V – Traffic Control Devices".

10. The wording as provided in Section 1.11 of Chapter 1 and the regulatory manufacturing standards referred to in Section 2.18 of Chapter 2 and in Section 8.18 of Chapter 8, except for the seventh paragraph of that Section, of the manual entitled "Volume V – Traffic Control Devices", do not apply to a sign described in this subdivision.

§2. P-150-14 traffic sign

11. The support for a P-150-14 traffic sign is a static sign.

The sign is identified, for the purposes of manufacturing specifications, by number P-150-14.

12. The sign must have a minimum width of 300 millimetres and a minimum height of 600 millimetres.

13. Despite Section 2.18 of Chapter 2 of the manual entitled "Volume V – Traffic Control Devices", the sign must display, from top to bottom in the following order,

(1) in a black square in the four rounded corners, the interdictory symbol described in section 6 of the Regulation respecting road signs (chapter C-24.2, r. 41) that

(*a*) is orange, despite that section 6;

(*b*) has an exterior diameter of at least 200 millimetres; and

(*c*) displays a message inside the crown that is a "P" of the same colour and at least 100 millimetres in height;

(2) the words "DURANT LA PÉRIODE INDIQUÉE" displayed in black; and

(3) a black arrow pointing to the portion of the public highway on which the road vehicle parking prohibition applies.

§3. P-150-P-7 traffic sign

14. The support for a P-150-P-7 traffic sign is a static tab sign.

The tab sign is identified, for the purposes of manufacturing specifications, by the number P-150-P-7.

§4. Traffic signs prohibiting parking during construction or maintenance or during exceptional events

15. Despite the standards set out in the Regulation respecting road signs (chapter C-24.2, r. 41) and in the manual entitled "Volume V – Traffic Control Devices", the traffic signs described in this Division may be used to prohibit parking during construction or maintenance work and during the holding of exceptional events.

DIVISION III
ADDITIONAL TRAFFIC SIGN INSTALLATION STANDARDS

16. The beginning and end of a zone must be indicated by

(1) P-150-13-1-G and P-150-13-2-G or P-150-13-1-D and P-150-13-2-D traffic signs displaying an arrow pointing in the direction of the zone;

(2) P-150-13-1-Ø and P-150-13-2-Ø traffic signs supplemented by a P-150-P-7-G or P-150-P-7-D tab sign displaying an arrow pointing in the direction of the zone; or

(3) a P-150-14-G or P-150-14-D traffic sign displaying an arrow pointing in the direction of the zone.

For the purposes of this Pilot project, "zone" means the portion of a public highway on which the parking of road vehicles is controlled by P-150-13-1 and P-150-13-2 traffic signs.

17. Where the beginning or end of the zone is indicated by a P-150-14 traffic sign, P-150-13-1 and P-150-13-2 traffic signs must be installed inside the zone at 125 metres or less from the beginning or end of the zone, as applicable.

18. P-150-13-1-G-D and P-150-13-2-G-D or P-150-13-1-Ø and P-150-13-2-Ø traffic signs must be installed at least at every 250 metres inside a zone. P-150-13-1-Ø and P-150-13-2-Ø traffic signs may be supplemented by a P-150-P-7-G-D tab sign.

Despite the maximum distance required by Section 2.18 of Chapter 2 of the manual entitled "Volume V – Traffic Control Devices", a P-150-14 traffic sign must be installed between two P-150-13-1 and P-150-13-2 traffic signs that are separated by a distance of more than 125 metres.

19. No illuminated variable message sign referred to in this Pilot project may be installed in such a manner that it attracts the attention of the driver of a road vehicle approaching an area where another traffic control signal is installed.

For the purposes of this Pilot project, "traffic control signal" means a traffic control signal within the meaning of Section 8.3 of Chapter 8 of the manual entitled "Volume V – Traffic Control Devices".

20. The following regulatory installation standards specified in the manual entitled "Volume V – Traffic Control Devices" do not apply to P-150-13-1 and P-150-13-2 traffic signs:

(1) the standards in Section 2.18 of Chapter 2; and

(2) the standards in Section 8.18 of Chapter 8, except those relating to the installation angle.

DIVISION IV
USE OF P-150-13-2 TRAFFIC SIGN UPSTREAM FROM THE PARKING PROHIBITION

21. The person responsible for the maintenance of the public highway who prohibits the parking of road vehicles on a portion of a public highway using a P-150-13-2 traffic sign must display the sign at least 12 hours before the parking prohibition period is to begin.

Despite the first paragraph, if parking is prohibited to allow for snow removal operations, the minimum advance time for displaying the signing upstream of the parking prohibition is six hours.

CHAPTER III
REPORTING

22. The person responsible for the maintenance of the public highway on which signing under this Pilot project is installed must inform the Minister of Transport of the manufacturing specifications and installation methods for the traffic signing that were tested and that are not dealt with in the Highway Safety Code (chapter C-24.2) or its regulations, including this Pilot project. For each specification or method, the person must inform the Minister of the findings, in particular as regards its advantages and disadvantages.

23. The person responsible for the maintenance of the public highway on which signing under this Pilot project is installed must provide the Minister with,

(1) after each testing year and not later than 60 days after the end of the testing, a report containing, among other things, the following information for the relevant testing period:

(*a*) for each zone, the dates and times of the beginning and end of the use of each P-150-13-2 traffic sign;

(*b*) for each period referred to in subparagraph 1, the times and, if applicable, the days indicated on each P-150-13-2 traffic sign;

(*c*) the nature of any malfunctioning of illuminated variable message signs and any other problems encountered in connection with the use of the traffic signs authorized by this Pilot project;

(*d*) the number and nature of comments and complaints received concerning the traffic signing and parking prohibition, and the nature of the replies given and, if applicable, the measures taken to address the issues raised;

(*e*) the number of statements of offence issued;

(*f*) the number of files referred to the court in connection with the statements of offence;

(*g*) the grounds of defence raised against the statements of offence; and

(*h*) the court judgments regarding the statements of offence;

(2) at the anniversary date of the end of the testing period, a report that includes, for the 12-month period preceding that date, the information to be provided under subparagraphs *e* to *h* of subparagraph 1; and

(3) at the Minister's request, any information described in this section.

For the purposes of this section,

(1) testing by a person responsible for the maintenance of the public highway begins at the time the person uses a P-150-13-2 traffic sign for the first time; and

(2) the expression "statement of offence" means a statement of offence issued for failure to comply with a parking prohibition indicated by the signing authorized under this Pilot project.

CHAPTER V
FINAL

24. This Order comes into force on the fifteenth day following its publication in the *Gazette officielle du Québec*. It is revoked on the day that is three years after the date of its coming into force.

SCHEDULE 1
(Section 1)

LIST OF MUNICIPALITIES

1. Ville de Laval.

107703

Draft Regulation

Professional Code
(chapter C-26)

Chartered appraisers
— Code of ethics of chartered appraisers
— Amendment

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), that the Regulation to amend the Code of ethics of chartered appraisers, as adopted by the board of directors of the Ordre des évaluateurs agréés du Québec and appearing below, is published as a draft and may be examined by the Office des professions du Québec then submitted to the Government which may approve it, with or without amendment, on the expiry of 45 days following this publication.

The draft Regulation makes consequential amendments to the Code of ethics of chartered appraisers (chapter C-26, r. 123) further to the amendments made to the Professional Code (chapter C-26) by the Act to amend the Professional Code for the modernization of the professional system and to broaden certain professional practices in the field of health and social services (2024, chapter 31), which allows any member of a professional order to carry on their professional activities within an organization, regardless of its juridical form, if the conditions provided for in section 187.11 of the Professional Code are met.

The draft Regulation has no impact on the public or on enterprises, including small and medium-sized businesses.

Further information on the draft Regulation may be obtained by contacting Lyne Tétreault, coordinator, affaires juridiques, Ordre des évaluateurs agréés du Québec, 1050, côte du Beaver Hall, bureau 1460, Montréal (Québec) H2Z 0A5; telephone: 514 281-9888, extension 205; email: ltetreault@oeaq.qc.ca.

Any person wishing to comment on the draft Regulation is requested to submit written comments within the 45-day period to Jean Gagnon, Acting Secretary, Office des professions du Québec, 800, place D'Youville, 10e étage, Québec (Québec) G1R 5Z3; email: secretariat@opq.gouv.qc.ca. The comments may be forwarded by the Office to the Minister of Labour and may also be sent to the Ordre des évaluateurs agréés du Québec as well as to interested persons, departments and bodies.

JEAN GAGNON
Acting Secretary
Office des professions du Québec

Regulation to amend the Code of ethics of chartered appraisers

Professional Code
(chapter C-26, s. 87).

1. The Code of ethics of chartered appraisers (chapter C-26, r. 123) is amended in section 1.1 by replacing "partnership or joint-stock company" by "organization".

2. Section 1.2 is amended by replacing "partnership or joint-stock company" by "organization".

3. Section 1.3 is amended by replacing "partnership or joint-stock company" by "organization".

4. Section 12 is amended by replacing "one of his partners or employees" by "a person working within the same organization".

5. Section 14 is amended by replacing "partnership or joint-stock company" wherever it appears in the first paragraph by "organization".

6. Section 17 is amended:

(1) by replacing "his partners" in paragraph 4 by "a person working within the same organization";

(2) by replacing "partner" in paragraph 5 by "person working within the same organization".

7. Section 19 is amended by replacing "a partnership or joint-stock company" and "the partnership or joint-stock company" in the second paragraph by "an organization" and "the organization" respectively.

8. Section 19.1 is amended:

(1) by replacing "a partner, shareholder, director, officer or employee of a partnership or joint-stock company" and "the partner, shareholder, director, officer or employee" in the first paragraph by "a person working within the same organization" and "the person" respectively;

(2) by replacing "partnership or joint-stock company" in subparagraph 1 of the second paragraph by "organization".

9. Section 27 is amended by replacing "a joint-stock company", "the joint-stock company" and "the company" in the second paragraph by "an organization", "the organization" and "the organization" respectively.

10. Section 32 is amended by replacing "partnership or joint-stock company" in the first paragraph by "organization".

11. Section 33 is amended by striking out "or partners".

12. Section 50 is amended:

(1) by replacing "or legal person, a partnership or joint-stock company, a group" in paragraphs 2 and 5 by "person or an organization";

(2) by replacing "a partnership or joint-stock company" in paragraphs 3 and 9 by "an organization";

(3) by replacing the portion before subparagraph *a* of paragraph 10 by the following:

"(10) carrying on professional activities within, or having interest in, an organization if a partner, shareholder, director, officer or representative of the organization has been struck off the roll for more than 3 months or has had his or her permit revoked, unless the partner, shareholder, director, officer or representative";

(4) by replacing "partnership or joint-stock company" in subparagraph *a* of paragraph 10 by "organization".

13. Section 51 is amended by replacing "a partnership or joint-stock company" in paragraph 2 by "an organization".

14. Section 57 is amended by replacing "a partnership or joint-stock company" and "the partnership or joint-stock company" in the second paragraph by "an organization" and "the organization" respectively.

15. Section 60 is amended by replacing "partnership or joint-stock company" by "organization".

16. Section 61 is amended by replacing "partnership or joint-stock company" by "organization".

17. The heading of Division XIV is amended by replacing "IN A PARTNERSHIP NAME" by "IN THE NAME OF A LIMITED LIABILITY PARTNERSHIP OR A JOINT-STOCK COMPANY".

18. This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

107706

Draft Regulation

Professional Code
(chapter C-26)

Medical technologists
— Code of ethics of the members of the Ordre professionnel des technologistes médicaux du Québec
— Amendment

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), that the Regulation to amend the Code of ethics of the members of the Ordre professionnel des technologistes médicaux du Québec, made by the board of directors of the Ordre professionnel des technologistes médicaux du Québec and appearing below, may be examined by the Office des professions du Québec and submitted to the Government which may approve it, with or without amendment, on the expiry of 45 days following this publication.

The draft Regulation amends the Code of ethics of the members of the Ordre professionnel des technologistes médicaux du Québec (chapter C-26, r. 243) to take into account the fact that the Act to amend the Professional Code for the modernization of the professional system and to broaden certain professional practices in the field of health and social services (2024, chapter 31) allows members of professional orders to carry on their professional activities within an organization constituted mainly for that purpose, regardless of its juridical form, if certain conditions are met.

The draft Regulation has no impact on enterprises, including small and medium-sized businesses.

Further information on the draft Regulation may be obtained by contacting Caroline Scherer, Director General and Secretary, Ordre professionnel des technologistes médicaux du Québec, 1050, côte du Beaver Hall, bureau 1400, Montréal (Québec) H2Z 0A5; telephone: 514 527-9811 or 1 800 567-7763, extension 3005; email: cscherer@optmq.org.

Any person wishing to comment on the draft Regulation is requested to submit written comments within the 45-day period to Jean Gagnon, Acting Secretary, Office des professions du Québec, 800, place D'Youville, 10e étage, Québec (Québec) G1R 5Z3; email: secretariat@opq.gouv.qc.ca. The comments may be forwarded by the Office to the Minister of Labour and may also be sent to the Ordre professionnel des technologistes médicaux du Québec and to interested persons, departments and bodies.

JEAN GAGNON
Acting Secretary,
Office des professions du Québec

Regulation to amend the Code of ethics of the members of the Ordre professionnel des technologistes médicaux du Québec

Professional Code
(chapter C-26, s. 87).

1. The Code of ethics of the members of the Ordre professionnel des technologistes médicaux du Québec (chapter C-26, s. 243) is amended in section 25 by replacing "partners" in paragraph 3 by "persons with whom he has business dealings within the same organization".

2. This Regulation comes into force on the fifteenth day following the date of its publication in the *Gazette Officielle du Québec*.

107707

Draft Regulation

Act respecting occupational health and safety
(chapter S-2.1)

Measures to prevent or put a stop to sexual violence

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), that the Regulation respecting the measures to prevent or put a stop to sexual violence, appearing below, may be made by the Commission des normes, de l'équité, de la santé et de la sécurité du travail and submitted to the Government for approval, in accordance with section 224 of the Act respecting occupational health and safety (chapter S-2.1), on the expiry of 45 days following this publication.

The draft Regulation essentially determines the measures that must be taken by an employer to prevent or put a stop to sexual violence. More specifically, the draft Regulation sets out the information that the employer must provide to workers as well as the employer's obligation to offer training on the prevention of sexual violence. The draft Regulation also provides for the establishment, by the employer, of a procedure specifying the steps for managing a complaint or report by a worker concerning sexual violence.

Analysis of the draft Regulation respecting the measures to prevent or put a stop to sexual violence has shown that direct costs for the enterprises concerned are in the range of $41.4M during the implementation period and $12.6M annually thereafter. In the long term, enterprises will receive indirect benefits from prevention investments, which will translate into, for example, lower absenteeism or turnover rates.

Further information on the draft Regulation may be obtained by contacting Miriam-Léa Laribi-Vézina, advisor, prévention-inspection, Commission des normes, de l'équité, de la santé et de la sécurité du travail, 1199, rue de Bleury, Montréal (Québec) H3B 3J1; email: miriam-lea.laribi-vezina@cnesst.gouv.qc.ca.

Any person wishing to comment on the draft Regulation is requested to submit written comments within the 45-day period to Mohamed Aiyar, Vice-chair, prévention, Commission des normes, de l'équité, de la santé et de la sécurité du travail, 1600, avenue d'Estimauville, 7e étage, Québec (Québec) G1J 0H7; email: mohamed.aiyar@cnesst.gouv.qc.ca.

ÉLISA PELLETIER
Secretary general, Commission des normes, de l'équité, de la santé et de la sécurité du travail

Regulation respecting the measures to prevent or put a stop to sexual violence

Act respecting occupational health and safety
(chapter S-2.1, s. 223, 1st par., subpar. 9.1).

DIVISION I
PRELIMINARY

1. The purpose of this Regulation is to determine certain measures that must be taken by every employer to prevent or put a stop to sexual violence.

2. In the implementation of any measure referred to in this Regulation, the employer must take into account that sexual violence can be present both inside and outside the workplace such as when participating in work-related social activities or through technological means.

The employer must also take into account that sexual violence can take place in particular during interactions between workers, with a client or with an employer.

DIVISION II
INFORMATION AND TRAINING

3. The employer must have sent to all its workers, in writing, information on

(1) the risks specific to the workplace that have been identified or analyzed, where applicable;

(2) the social interactions specific to the workplace that could result in sexual violence;

(3) the measures provided for in the employer's prevention program or action plan that make it possible to eliminate or, failing that, control the identified risks; and

(4) the procedure to file a complaint or report sexual violence.

4. The employer must have provided all workers with training on the prevention of sexual violence. The training must be provided by the employer to all workers every 3 years.

5. The training must be of a sufficient duration to allow workers to be adequately trained in particular on the following subjects:

(1) the definition of sexual violence;

(2) the types of sexual violence that could occur in the workplace;

(3) the effects of sexual violence on persons and its consequences in the workplace;

(4) the obligations of the employer and workers, and the rights of workers;

(5) a list of resources and the recourses available to workers; and

(6) the good practices applicable when a person is a witness to or has knowledge of sexual violence in the workplace.

6. The person who dispenses the training must, by reason of that person's knowledge, training or experience, be able to identify and analyze the risks related to sexual violence in the workplace.

DIVISION III
COMPLAINTS AND REPORTING

7. The employer must have a procedure that specifies the steps to file a complaint or report sexual violence and how to manage such a complaint or report. The procedure must be made available in the workplace.

The employer must grant a worker who files a complaint or reports sexual violence the right to be accompanied by a person of their choosing.

8. The employer must designate a person to manage a complaint or report by a worker concerning sexual violence.

The person so designated by the employer must carry out those duties impartially and have the necessary knowledge and skills to manage such complaints or reports.

9. Every complaint and report must be managed with diligence.

Measures must be taken to avoid that the management of a complaint or report results in additional risks such as secondary victimization.

In addition, where risks have been identified in the context of the handling of a complaint or report, measures must be taken to control those risks.

DIVISION IV
FINAL

10. This Regulation comes into force on (*insert the date occurring 1 year after the date of publication of this Regulation in the Gazette officielle du Québec*), except sections 4 to 6, which come into force one year after that date.

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