

Gouvernement du Québec

O.C. 741-2026, 13 May 2026

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

WHEREAS, under subparagraph 9.1 of the first paragraph of section 223 of the Act respecting occupational health and safety (chapter S-2.1), the Commission des normes, de l'équité, de la santé et de la sécurité du travail may make regulations determining measures to prevent or put a stop to sexual violence that must be taken by an employer or principal contractor in accordance with subparagraph 16 of the first paragraph of section 51 of the Act;

WHEREAS, in accordance with sections 10 and 11 of the Regulations Act (chapter R-18.1), a draft Regulation respecting the measures to prevent or put a stop to sexual violence was published in Part 2 of the *Gazette officielle du Québec* of 29 October 2025 with a notice that it could be adopted by the Commission and submitted for approval to the Government on the expiry of 45 days following that publication;

WHEREAS the Commission adopted the Regulation with amendments at its sitting of 26 February 2026;

WHEREAS, under section 224 of the Act respecting occupational health and safety, every draft regulation adopted by the Commission under section 223 of the Act respecting occupational health and safety must be submitted for approval to the Government, which may approve it with or without amendment;

WHEREAS it is expedient to approve the Regulation without amendment;

IT IS ORDERED, therefore, on the recommendation of the Minister of Labour:

THAT the Regulation respecting the measures to prevent or put a stop to sexual violence, attached to this Order in Council, be approved.

DAVID BAHAN
Clerk of the Conseil exécutif

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 the following, taking into account the organizational, sector-based and environmental characteristics of the work environment:

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

(2) the social interactions 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 to all workers 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 training instructor chosen by the employer 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.

8. 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.

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

The employer must make sure that the person the employer has designated carries out those duties impartially and has the necessary knowledge and skills to manage such complaints or reports.

10. 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

11. This Regulation comes into force on 27 May 2027, except sections 4 to 6, which come into force on 27 May 2028.

108144

