



Departmental Action Plan for Official Languages 2025-2028



Introduction

The departmental **Action Plan for Official Languages 2025-2028** (Action Plan) is designed to enhance the ability of the Department of Justice Canada (JUS) to serve a diverse population effectively and in compliance with official language requirements.

It focuses on the Department's obligations pertaining to official languages and recognizes the importance of adopting a solid and up-to-date framework for official languages.

Legislative and Policy Framework

The legislative framework relevant to the Action Plan is primarily guided by the *Canadian Charter of Rights and Freedoms* and the *Official Languages Act (OLA)*, which was substantially amended when former Bill C-13, *An Act for the Substantive Equality of Canada's Official Language*, received royal assent on June 20, 2023.

In addition, a set of policy instruments on official languages ensure effective implementation of the OLA and its regulations.

- [Treasury Board Secretariat Policies, directives, standards and guidelines](#)
- Department of Justice Canada policies and directives
- [Official Languages Accountability and Reporting Framework](#)

Objectives

The Action Plan has been developed with the above legislative and policy framework in mind. In addition, the Action Plan takes into consideration the departmental as well as public service context with respect to official languages.

The Action Plan focuses on the following four key objectives:

- **Ensure implementation of Parts IV and V of the OLA:** Ensure that the Department's services and communications are provided in both official languages across Canada, in accordance with Part IV of the OLA, and that the Department fosters a bilingual environment within the workplace, in accordance with Part V of the OLA.
- **Modernize the JUS official languages framework:** Ensure that the content of Human Resources policies and directives related to official languages and their application are current, meet JUS expectations and are aligned with official languages requirements.
- **Strengthen monitoring mechanisms:** Support the Department in its compliance with official language legislation as well as public service and departmental policies, directives and accountability mechanisms.

- **Ensure effective implementation of Part VII of the OLA:** Support and provide leadership in the Department and federal institutions in the implementation of Part VII of the OLA, through various initiatives aiming particularly at allowing for the development and enhanced vitality of Official Language Minority Communities (OLMC).

Action Items and Initiatives

For each key objective, the Action Plan includes activities that will be implemented over the next three years. These activities are designed to move the Department from its current state to meeting the expected outcomes. Relevant details pertaining to the activities that will be implemented are [outlined in Annex A of this action plan](#).

Monitoring and Reporting

The objectives and supporting activities outlined in this plan will be a constant reference point over the next three years and will drive departmental official languages initiatives.

The implementation of the plan will be a collaborative effort involving a range of departmental stakeholders. The Official Languages Champion, who plays a central role in promoting and ensuring the use of both official languages within the Department, will be an essential stakeholder in driving the plan's success.

While the key objectives are not expected to change over the next three years, the activities included in the implementation plan may evolve and be adjusted according to circumstances, key government policy directions, new legislative and regulatory requirements, data, and best practices in the area of official languages. For this reason, the Action Plan will be reviewed periodically throughout its implementation and updated as necessary.

To assess the completion of activities and the achievement of objectives, a report on the status of the plan will be presented to senior management for discussion and decision making. In addition, employees will be kept informed of the progress and success of the plan.

In addition, JUS will report annually to the Treasury Board Secretariat through the Annual Review on Official Languages as well as to the Public Service Commission on the application of the *Public Service Official Languages Exclusion Approval Order*.

Annex A – Implementation Plan

	OFFICE OF PRIMARY INTEREST	TIMELINE*	COMMENTS
OBJECTIVE 1			
Ensure implementation of Parts IV and V of the OLA: Ensure that the Department’s services and communications are provided in both official languages across Canada, in accordance with Part IV of the OLA, and that the Department fosters a bilingual environment within the workplace, in accordance with Part V of the OLA.			
Increase the minimum second language proficiency requirements for positions responsible for supervising employees in bilingual regions (CBC initiative).	Corporate Staffing and Official Languages (Human Resources Branch)	June 20, 2025	
Develop guidance documentation and other communication pieces with the goal of strengthening the awareness of departmental stakeholders as well as their compliance with respect to Parts IV and Part V requirements of the OLA.	Corporate Staffing and Official Languages (Human Resources Branch)	Ongoing	
OBJECTIVE 2			
Modernize the JUS official languages framework: Ensure that the content of Human Resources policies and directives related to official languages and their application are current, meet JUS expectations and are aligned with official languages requirements.			
Conduct consultations with various departmental stakeholders on the framework and analyze feedback.	Corporate Staffing and Official	End of fiscal 2025-2026	The focus of the review will be on the following:

	OFFICE OF PRIMARY INTEREST	TIMELINE*	COMMENTS
Present feedback and proposed changes to senior management and the Official Languages Champion.	Languages (Human Resources Branch)	Fall 2026	<ul style="list-style-type: none"> • Official Languages Policy • Directive on Language of Work in Bilingual Regions • Directive on Language of Work in Unilingual Regions • Directive on Language Requirements of Positions and Staffing of Bilingual Positions
Brief Deputy Heads on the proposed modifications and seek approval.		Fall 2026	
Implement and communicate revised framework.		Winter 2027	
OBJECTIVE 3			
Strengthen monitoring mechanisms: Support the Department in its compliance with official language legislation as well as public service and departmental policies, directives and accountability mechanisms.			
Examine public service monitoring practices in official languages, review requirements and identify key areas that must be monitored.	Corporate Staffing and Official Languages (Human Resources Branch)	Fall 2025	The Human Resources Branch monitoring framework will cover parts of the OLA and related requirements that are under the responsibility of Corporate Staffing and Official Languages.
Develop departmental monitoring approach and supporting documents/tools.		End of fiscal 2025-2026	
Present proposed monitoring approach to senior management and the Official Languages Champion.		Spring 2026	
Brief Deputy Heads on the proposed framework and seek approval.		Spring 2026	
Implement and communicate the framework.		Fall 2026	
OBJECTIVE 4			

	OFFICE OF PRIMARY INTEREST	TIMELINE*	COMMENTS
<p>Ensure Effective Implementation of Part VII of the OLA: Support and provide leadership in the Department and federal institutions in the implementation of Part VII of the OLA, through various initiatives aiming particularly at allowing for the development and enhanced vitality of Official Language Minority Communities (OLMC).</p>			
<p>Create awareness about the Department’s obligations under Part VII of the OLA among certain JUS employees and managers through:</p> <ul style="list-style-type: none"> • quarterly meetings of the Departmental Network of Resource Persons Responsible for the Implementation of Section 41 (Part VII) of the OLA (Network 41); • meetings of sectoral Official Languages Champions; and • other intradepartmental communications. 	<p>Official Languages Directorate (OLAD)</p>	<p>Ongoing</p>	
<p>Create and disseminate tools, guides and information on the implementation of Part VII of the OLA, such as diagrams, one-pagers, reference guides, and the Justice in Official Languages Newsletter.</p>		<p>Ongoing</p>	
<p>Provide training and support to employees on issues pertaining to the implementation of Part VII of the OLA.</p>		<p>Ongoing</p>	
<p>Revitalize the Network 41, including by updating its resources, tools, and guides on the implementation of Part VII.</p>	<p>OLAD</p>	<p>Ongoing</p>	
<p>Update the Justice in Official Languages web page (Justice in Official Languages) and related pages to ensure that JUS employees and members of OLMCs are aware of the Department’s key priorities and initiatives with respect to Part VII of the OLA.</p>	<p>OLAD</p>	<p>Fall 2026</p>	

	OFFICE OF PRIMARY INTEREST	TIMELINE*	COMMENTS
Participate in and coordinate the Departmental responses to various accountability exercises, including the Annual Review on Official Languages (Treasury Board Secretariat) and the Annual Report on Official Languages (Canadian Heritage).	OLAD	Ongoing	
Take into account the Department's obligations with respect to Part VII of the OLA in its management of departmental programs and initiatives and the development of its priorities.	Units responsible for the relevant programs and initiatives	Ongoing	
Maintain dialogue and consultations with OLMCs, as appropriate, including through the Advisory Committee on Access to Justice in Both Official Languages, to permit their priorities to be taken into account.	OLAD	Ongoing	
Collaborate with other federal institutions on initiatives, actions or projects pertaining to OLMCs, official languages, and the implementation of Part VII (e.g. meetings of the Committee of Assistant Deputy Ministers on Official Languages (CADMOL), etc.).	OLAD	Ongoing	
Maintain dialogue and consultations with provincial and territorial governments, as appropriate, including through the Federal-Provincial-Territorial Working Group on Access to Justice in Both Official Languages.	OLAD	Ongoing	
Develop legal advice on effective implementation of Part VII and adjust/review existing legal advice as required following modernized OLA.	OLAD	Ongoing	
Participate in interdepartmental working groups on the development of Part VII regulations under the modernized OLA.	OLAD, Treasury Board Secretariat Legal Services, Canadian Heritage Legal Services	Ongoing	

	OFFICE OF PRIMARY INTEREST	TIMELINE*	COMMENTS
Actively participate in Interdepartmental Council of the Network of Official Languages Champions and share best practices and tools with respect to Part VII of the OLA.	Departmental Official Languages Champion	Ongoing	

** With respect to objectives 1, 2 and 3, the influx of complaints and/or investigations handled by the Corporate Staffing and Official Languages Unit (Human Resources Branch), participation in central agency audits, and changes to the official languages and staffing policy frameworks directed by central agencies, as well as business constraints, may impact the forecasted deadlines. If necessary, the established timelines will be adjusted accordingly.*