

OFFICIAL CONSOLIDATION OF INUKTUT PROTECTION ACT

C.S.Nu.,c.I-140

s.1,2,14,15,20,21,22(1),(2),23 and parts 3 and 5 in force September 18, 2008
s.3-5 in force July 9, 2017: SI-002-2017
s.9,10 NIF
s.6,7 in force September 19, 2012
s.8 in force July 1, 2009 for Kindergarten to grade 3; in force November 11, 2020 for all other primary and secondary grades
s.11-13 in force September 19, 2011
s.16-19 in force September 19, 2009
s.22(3) in force September 19, 2011
Part 4 in force July 1, 2009

(Consolidation date: September 18, 2025)

The following provisions have been deleted for the purposes of this consolidation: s.45 to 48 (Consequential Amendments) and s.48.1 (Conditional Amendment to ILPA) and s.50 (Amendment to ILPA)

S.Nu. 2008,c.17

AS AMENDED BY:

S.Nu. 2008,c.17,s.22(3),48.1,50
s.22(3) in force the earlier of September 19, 2011 and the day on which an order is made
s.48.1 in force July 1, 2009
Note: see SI-002-2009 for S.Nu. 2008,c.15
s.50 in force September 18, 2008
S.Nu. 2009,c.11,s.1-16 (as amended by S.Nu. 2011,c.27,s.20(2))
s.1-16 in force April 1, 2013: SI-001-2013
S.Nu. 2017,c.5,s.3
s.3 in force April 1, 2017
S.Nu. 2019,c.8,s.2(1)
s.2(1) in force March 12, 2019
Note: see s.2(1) of the interim act S.Nu. 2019,c.8 for suspended provisions of section 8
S.Nu. 2020,c.14,s.123
s.123 in force November 10, 2020
S.Nu. 2020,c.15,s.107,142(41) and 143
s.107,142(41) and 143 in force July 1st, 2021: R-030-2021
S.Nu. 2025,c.12,s.62
s.62(2) NIF
s.62(3) in force June 3, 2025
S.Nu. 2025,c.22,s.1-23,s.45(1),(5),(6),46 and 48
s.1-23,s. 45(1),(5),46 and 48 in force September 18, 2025

This is an official consolidation published by the authority of the Territorial Printer under the *Legislation Act*. Subsection 66(2) of the *Legislation Act* provides that "If there is an inconsistency between a consolidated enactment and the original or revised enactment as amended, the original or revised enactment as amended prevails."

The authoritative text of original and revised statutes can be ascertained from the *Revised Statutes of the Northwest Territories, 1988* and the Annual Volumes of the Statutes of the Northwest Territories (for statutes passed before April 1, 1999) and the Statutes of Nunavut (for statutes passed on or after April 1, 1999).

A copy of a statute of Nunavut can be obtained from the Territorial Printer at the address below. The Annual Volumes of the Statutes of Nunavut and this consolidation are also available online at www.nunavutlegislation.ca.

Any certified Bills not yet included in the Annual Volumes of the Statutes of Nunavut can be obtained through the Office of the Clerk of the Legislative Assembly.

Territorial Printer
Legislation Division
Department of Justice
Government of Nunavut
P.O. Box 1000, Station 550
Iqaluit, NU X0A 0H0

Tel.: (867) 975-6305
Fax: (867) 975-6189
Email: Territorial.Printer@gov.nu.ca

GLOSSARY OF TERMS USED IN CONSOLIDATIONS

Miscellaneous

c.	means "chapter".
CIF	means "comes into force".
NIF	means "not in force".
s.	means "section" or "sections", "subsection" or "subsections", "paragraph" or "paragraphs".
Sch.	means "schedule".
SI-005-98	means the instrument registered as SI-005-98 in 1998. (<i>Note: This is a Northwest Territories statutory instrument if it is made before April 1, 1999, and a Nunavut statutory instrument if it is made on or after April 1, 1999 and before January 1, 2000.</i>)
SI-013-2017	means the instrument registered as SI-013-2017 in 2017. (<i>Note: This is a Nunavut statutory instrument made on or after January 1, 2000.</i>)

Citation of Acts

R.S.N.W.T. 1988,c.D-22	means Chapter D-22 of the <i>Revised Statutes of the Northwest Territories, 1988</i> .
R.S.N.W.T. 1988,c.10(Supp.)	means Chapter 10 of the Supplement to the <i>Revised Statutes of the Northwest Territories, 1988</i> . (<i>Note: The Supplement is in three volumes.</i>)
S.N.W.T. 1996,c.26	means Chapter 26 of the 1996 Annual Volume of the Statutes of the Northwest Territories.
S.Nu. 2011,c.15	means Chapter 15 of the 2011 Annual Volume of the Statutes of Nunavut.

TABLE OF CONTENTS

Preamble

Interpretation

Definitions	1	(1)
Inuktitut		(2)
Inuinnaqtun		(3)
Constitutional rights, including aboriginal rights, paramount	2	(1)
Status of Inuktitut rights		(2)
Validity not affected		(3)
Act not a limit		(4)

PART 1**INUKTUT RIGHTS AND DUTIES**

Inuktitut Services and Use

Duties of every organization	3	(1)
Particular services to be delivered in Inuktitut		(2)
Communications		(3)
Oral and written communications		(4)
Accommodation for private sector body		(5)
Government contracts	4	(1)
Transitional		(2)
Exemption by order		(3)
Service of civil claim	5	

Municipal Communications and Services

Additional communications with and services to the public	6
Government of Nunavut translation requirement	7

Education

Inuktitut instruction	8	(1)
Duties concerning education program		(2)
Application to kindergarten and grades 1 to 3		(3)
Phased in implementation for grades 4 to 12		(4)
Early childhood education	9	
Early childhood education	9	NIF
Adult language acquisition and upgrading	10	

Public Service

"Active offer" defined	11	
Language of work	12	(1)
Duties of territorial institution as employer		(2)
Other duties of territorial institutions		(3)
Duties of the Government of Nunavut		(4)
Protection for Inuktitut speakers		(5)
Justified occupational requirement		(6)
Application to Office of the Legislative Assembly	12.1	
<i>Official Languages Act</i> paramount	13	

Accountability of the Government of Nunavut

Accountability	14
----------------	----

PART 2

INUIT UQAUSINGINNIK TAIGUUSILIUQTIIT

Establishment	15	
Duty of the Inuit Uqausinginnik Taiguusiliuqtiit	16	(1)
Specific duties		(2)
Research		(3)
Other cooperation		(4)
Standard Inuktitut		(5)
Powers	17	(1)
Rules and procedures		(2)
Application of Parts 3 to 5 of <i>Legislation Act</i>		(3)
Matters to be considered	18	
Consultation	19	
Membership	20	(1)
Eligibility		(2)
Other qualifications		(2.1)
Appointment process		(3)
Term		(4)
Renewal		(5)
Termination		(6)
Notice of resignation		(7)
Continuation after expiry		(8)
Vacancy		(8.1)
Term of appointment		(8.2)
Regular appointment		(8.3)
Remuneration and expenses		(9)
Liability		(10)
Designation of chairperson and vice-chairperson	21	(1)
Chairperson		(2)

Vice-chairperson		(3)
Executive Director and other employees	22	(1)
Exception		(2)
Inuit employment policies and merit-based criteria		(3)
<i>Public Service Act</i>		(4)
Chief executive officer		(5)
Technical assistance	22.1	(1)
<i>Public Service Act</i> does not apply		(2)
Annual report	23	(1)
Tabling annual report		(2)

PART 3 RESPONSIBILITIES OF THE MINISTER OF LANGUAGES

Minister of Languages	24	(1)
Inuktitut promotion		(2)
Limitation		(3)
Implementation plan and powers	25	(1)
Strategy for revitalization and promotion		(2)
Minister may direct		(3)
Minister may direct		(3) NIF
Repealed		(4)-(6)
Repealed	25.1	
Agreement	26	
Minister's annual report	27	
Repealed		(2)-(4)

PART 4 COMPLIANCE

Languages Commissioner's Role

Inuit Qaujimajatuqangit	27.1	(1)
Other Inuit societal values		(2)
Duty of Languages Commissioner	28	(1)
Advice on request		(2)
Assistance to Inuit Uqausinginnik Taiguusiliuqtiit		(3)
Repealed	28.1-28.4	

Inuktitut Language Plan

Inuktitut language plan	29	(1)
Guidelines		(2)
Submission to the Languages Commissioner	30	(1)
Review		(2)

Approval in writing	(3)
Effect of approval	(4)
Inform complainant	(5)
Plan amendment or revocation	(6)

Investigation

Complaints	31	(1)
Third parties may apply		(2)
Initiating investigation without complaint		(3)
Territorial institutions and municipalities		(4)
Definitions	32	(1)
Informal resolution process		(2)
Commencing informal resolution process		(3)
Attempt to resolve		(4)
Settlement		(5)
Approval or refusal of settlement		(6)
Effective date		(7)
Unresolved complaint – facilitator		(8)
Initiating or continuing investigation		(9)
Confidentiality		(10)
Protection for involved persons	33	(1)
Penalty		(2)
Repealed	33.1-33.7	

Investigation - Other Organization

Complaint concerning other organization	34	(1)
Reasonable grounds to investigate		(2)
Combining investigations		(3)
Notice		(4)
Absence of reasonable grounds	35	(1)
Refuse or discontinue investigation		(2)
Considerations		(3)
Inform complainant		(4)
Investigation powers and procedure	36	(1)
Summons and disclosure		(2)
Other powers		(3)
Paramountcy		(4)
Powers of the Languages Commissioner if complaint or concern substantiated	37	(1)
Inform affected persons		(2)

Rules, Procedures and Forms

Rules, procedures and forms	37.1	(1)
Application of Parts 3 to 5 of <i>Legislation Act</i>		(2)

Confidentiality and Disclosure of Information

Confidentiality	38	(1)
Necessary disclosure		(2)
Disclosure for proceedings under Act		(3)
Evidence not compellable		(4)
Public interest		(5)
Confidential information of a private sector body		(5.1)
Same		(5.2)
Paramountcy		(6)

Reports and information

Reports and information final	38.1	(1)
Use of reports		(2)

Enforcement in the Nunavut Court of Justice

Enforcement application	39	(1)
Limitation period		(2)
Filing after time expired		(3)
Other rights of action		(4)
Languages Commissioner may apply or appear	40	(1)
Complainant may appear		(2)
Capacity to intervene		(3)
Order to participate	41	
Relief	42	

PART 5
MISCELLANEOUS

Review of Act

Review in conjunction with <i>Official Languages Act</i>	43	(1)
Inuit Uqausinginnik Taiguusiliuqtiit		(2)
Repealed		(3)

Regulations

Regulations	44	(1)
Independence affirmed		(2)

Other prerequisites	(3)
Report on development process	(4)
Report on the proposed regulation	(5)
Tabling report	(6)
Legislative Assembly Regulations	44.1 (1)
Rules of Court	(2)
Consultation register	44.2 (1)
Use of register	(2)
Deleted	45-48.1

COMMENCEMENT

Coming into force	49
Deleted	50

INUKTUT PROTECTION ACT

Preamble

Honouring as wise guardians, the Inuit Elders and the other Inuktitut speakers and educators who have sustained and developed Inuktitut from time immemorial, and have imparted the knowledge and appreciation of Inuktitut, cultural and oral traditions that characterize Inuit as a people, to this day;

Considering the importance of Inuktitut

- (a) as a cultural inheritance and ongoing expression of Inuit identity both in Nunavut communities and in the wider circumpolar world,
- (b) as the fundamental medium of personal and cultural expression through which Inuit knowledge, values, history, tradition and identity are transmitted,
- (c) to the development of the dynamic and strong individuals, communities and institutions in Nunavut that are required to advance the reconciliation contemplated by the Nunavut Agreement,
- (d) to support the meaningful engagement of Inuktitut speakers in all levels of governance and in socio-economic development in Nunavut, and
- (e) as a foundation necessary to a sustainable future for the Inuit of Nunavut as a people of distinct cultural and linguistic identity within Canada;

Deploing the past government actions and policies of assimilation and the existence of government and societal attitudes that cast Inuktitut and culture as inferior and unequal, and acknowledging that these actions, policies and attitudes have had a persistent negative and destructive impact on Inuktitut and on Inuit;

Determined to respond to the pressures confronting Inuktitut by ensuring that the quality and prevalent use of Inuktitut are protected and promoted, and Inuktitut is affirmed as

- (a) a language of education, in a system that in both its design and effect strives to equip Inuit children to enter adult life as world citizens having a rich knowledge of Inuktitut and full ability to participate in the day-to-day life, development and cultural vibrancy of their communities and homeland,
- (b) a language of work in territorial institutions, and a necessary element in
 - (i) the development of a representative and appropriate public service environment in Nunavut, and
 - (ii) the full and representative participation of the Inuit of Nunavut in the economic opportunities and development of Nunavut, and
- (c) a language used daily in services and communication with the public throughout all sectors of Nunavut society;

Emphasizing that the effective teaching and transmission of Inuktitut, especially during early childhood and in communities or age groups for which there are special concerns about language loss or assimilation, are now critical,

- (a) for improved Inuit educational achievement generally, and
- (b) for Inuktitut protection, promotion and revitalization in Nunavut;

Observing that territorial institutions have an obligation under Article 32 of the Nunavut Agreement to design and deliver programs and services that are responsive to the linguistic goals and objectives of Inuit, and that Nunavut and Canada are the government parties obliged to implement and give effect to the land claim rights of Inuit;

Affirming the Speaker's jurisdiction over the privileges and traditions of the Legislative Assembly and the independence of the courts of Nunavut to regulate their own processes consistent with the interests of justice in individual cases;

Affirming that the Inuit of Nunavut have an inherent right to the use of Inuktitut, and that positive action is necessary to protect and promote Inuktitut and Inuit cultural expression, and is consistent with Canada's international undertakings, including the *International Covenant on Civil and Political Rights*, the *International Covenant on Economic, Social and Cultural Rights* and the *Convention on the Protection and Promotion of the Diversity of Cultural Expressions*, proclaimed by the United Nations;

Observing that the fulfillment of these linguistic rights is inseparable from the equality and human dignity of Inuit, and from the promotion of Inuit self-reliance and cultural, social and economic well-being as contemplated by the Nunavut Agreement;

Observing that positive action is necessary to ameliorate conditions of disadvantage and address systemic discrimination faced by those for whom Inuktitut is a first, only or preferred language;

Affirming the commitment of the Government of Nunavut to uphold its obligations as a public government, including its obligations toward Francophones and Anglophones under the *Official Languages Act* of Nunavut and other laws protecting and promoting language rights and the right to equality and non-discrimination;

Determined, in return, to advocate for and to achieve the national recognition and constitutional entrenchment of Inuktitut as a founding and official language of Canada within Nunavut; and

Understanding, because of the fundamental character of the values expressed and the important objectives of this Act, and on legal authority including sections 15, 25 to 27 and 35 of the *Constitution Act, 1982*, that the *Inuktitut Protection Act* shall enjoy quasi-constitutional status in law;

S.Nu. 2020,c.15,s.143; S.Nu. 2025,c.22,s.45(1),46.

The Commissioner of Nunavut, by and with the advice and consent of the Legislative Assembly, enacts as follows:

Interpretation

Definitions

1. (1) In this Act,

"administrative head" means

- (a) in relation to a department of the Government of Nunavut, its deputy minister,
- (b) in relation to a municipality, the senior administrative officer, and
- (c) in relation to a public agency, the chief executive officer or, if there is no chief executive officer, such individual as the Minister may designate in the regulations as administrative head for the purposes of this Act;
(*responsable administratif*)

"education program" means education program as defined in subsection 1(1) of the *Education Act*; (*programme d'enseignement*)

"employee" means employee as defined in the *Public Service Act*; (*fonctionnaire ou employé*)

"Inuit Uqausinginnik Taiguusiliuqtiit" means the Inuktitut language authority established by section 15; (*Inuit Uqausinginnik Taiguusiliuqtiit*)

"Languages Commissioner" means the Languages Commissioner appointed under subsection 16(1) of the *Official Languages Act*; (*commissaire aux langues*)

"Management and Services Board" means the Management and Services Board established by the *Legislative Assembly and Executive Council Act*; (*Bureau de régie et des services*)

"Minister" means the Minister of Languages referred to in subsection 24(1), unless a contrary intention appears; (*ministre*)

"organization" means a public sector body, municipality or private sector body; (*organisation*)

"orthography" means the syllabic or roman orthography writing systems used by Inuktitut speakers in Nunavut; (*orthographe*)

"private sector body" means, except as otherwise stated in or prescribed in accordance with this Act, a corporation, partnership, sole-proprietorship, society, association, cooperative, union or other non-government entity operating in Nunavut; (*organisme du secteur privé*)

"public sector body" means a department of the Government of Nunavut or public agency, or a federal department, agency or institution; (*organisme du secteur public*)

"special Languages Commissioner" means a special Languages Commissioner appointed under subsection 19(1) of the *Official Languages Act*; (*commissaire aux langues spécial*)

"territorial institution" means

- (a) the Government of Nunavut,
- (b) a judicial or quasi-judicial body,
- (c) the Legislative Assembly, and
- (d) a public agency; (*institution territoriale*)

"undue hardship" means excessive hardship as determined by evaluating the adverse consequences of a provision in this Act, by reference to such factors as

- (a) health and safety,
- (b) any significant impairment of important objectives, functions or activities of a private sector body,
- (c) an adverse impact on contractual obligations, and
- (d) the size, efficiency or viability of a private sector body. (*contrainte excessive*)

Inuktit

(2) Except as directed by the Inuit Uqausinginnik Taiguusiliuqtiit under paragraph 16(5)(b), "Inuktit" means,

- (a) in or near Kugluktuk, Cambridge Bay, Bathurst Inlet and Umingmaktuuq, Inuinnaqtun;
- (b) in or near other municipalities, Inuktitut; and
- (c) both Inuinnaqtun and Inuktitut as the Commissioner in Executive Council may, by regulation, require or authorize.

Inuinnaqtun

(3) In its application to Inuinnaqtun, this Act shall be interpreted and implemented in a manner that is consistent with the need to give priority to

- (a) the revitalization of Inuinnaqtun; and
- (b) improved access to communication, services, instruction and Inuktit programs in Inuinnaqtun, under sections 3 to 10, in the communities where Inuinnaqtun is indigenous.

S.Nu. 2008,c.17,s.48.1,50(2),(3),(4),(5),(6); S.Nu. 2009,c.11,c.2;
S.Nu. 2025,c.22,s.2,3,45(1),48.

Constitutional rights, including aboriginal rights, paramount

2. (1) Nothing in this Act shall be construed so as to abrogate or derogate from

- (a) the status of or any constitutional or other rights in respect of the English or French languages;
- (b) any existing aboriginal or treaty rights of the aboriginal peoples of Canada under section 35 of the *Constitution Act, 1982* including but not limited to,
 - (i) the objectives, rights and obligations affirmed in the Nunavut Agreement, and

- (ii) any responsibility for implementation that is required to give effect to the Nunavut Agreement;
- (c) any legal or customary right or privilege acquired or enjoyed with respect to Inuktitut, either before or after the coming into force of this Act; or
- (d) any responsibility of the Parliament and Crown of Canada concerning the linguistic or cultural rights or heritage of Inuit or other linguistic minorities in Nunavut.

Status of Inuktitut rights

(2) If a provision of sections 3 to 13 is inconsistent with or in conflict with a provision of an Act other than the *Human Rights Act*, the provision of this Act prevails except as otherwise stated.

Validity not affected

(3) Except as provided in subsection (2), nothing in this Act shall be construed as affecting the validity or legal effect of a communication with or service to the public, or of any document or action or procedure, to which this Act applies.

Act not a limit

(4) Nothing in this Act shall be construed so as to prohibit the offer or delivery of services in Inuktitut or communications in Inuktitut that exceed the requirements of this Act and the regulations. S.Nu. 2020,c.15,s.143; S.Nu. 2025,c.22,s.45(1).

PART 1 INUKTUT RIGHTS AND DUTIES

Inuktitut Services and Use

Duties of every organization

3. (1) Every organization shall, in accordance with this section and the regulations, if any,
- (a) display its public signs, including emergency and exit signs, in Inuktitut together with any other language used;
 - (b) display and issue its posters and commercial advertising, if any, in Inuktitut together with any other language used;
 - (c) ensure that Inuktitut text of its public signs, posters and commercial advertising is at least equally prominent with any other language used; and
 - (d) provide, in Inuktitut, its reception services and any customer or client services that are available to the general public.

Particular services to be delivered in Inuktitut

(2) An organization shall communicate with the public in Inuktitut when delivering the following particular services:

- (a) essential services, including
 - (i) emergency, rescue or similarly urgent services or interventions, including intake or dispatch services, and
 - (ii) health, medical and pharmaceutical services;

- (b) household, residential or hospitality services, including
 - (i) restaurant, hotel, lodging, residential or housing services, and
 - (ii) basic services to a household, including the supply of electricity, fuel, water and telecommunications;
- (c) the other prescribed services that the Commissioner in Executive Council considers to be appropriate as the result of their essential nature or important consequences for individuals.

Communications

(3) In addition to the requirements under subsection (1), the communications with the public referred to in subsection (2) are the following:

- (a) all notices, warnings or instructions directed to users or consumers of the service;
- (b) monthly bills, invoices and similar demands directed to persons who may be Inuktitut speakers;
- (c) the other communications that the Commissioner in Executive Council may prescribe.

Oral and written communications

(4) Subsection (3) applies to both oral and written communications.

Accommodation for private sector body

(5) The Languages Commissioner, after receiving a submission or a complaint under Part 4, and the Nunavut Court of Justice, after receiving an application under Part 4, may relieve a private sector body of an obligation that would otherwise be required under this section and substitute a less onerous requirement for communication or services in Inuktitut, if

- (a) the private sector body is established for purposes relating primarily to the heritage, expression, strengthening or promotion of a non-Inuit linguistic or cultural community; or
 - (b) satisfied that compliance with this section on the part of the private sector body would otherwise result in undue hardship.
- S.Nu. 2025,c.22,s.4,45(1).

Government contracts

4. (1) Every contract issued or made by or on behalf of a department of the Government of Nunavut or a public agency, whether as a result of a request for proposals, tender or otherwise, shall require the third-party communications with and services to the public in Inuktitut that are necessary to ensure compliance with section 3.

Transitional

(2) This section does not apply to a request for proposals or tender not yet awarded or to contracts in force on the day that this section comes into force.

Exemption by order

(3) The Executive Council may, by order, exempt a contract from the operation of this section, if it considers that

- (a) the contract is for goods or services that are urgently required to assess or respond in a timely and appropriate manner to circumstances that involve a risk of harm to persons or property, or other emergency; or
 - (b) unusual, urgent or compelling circumstances require that the contract be issued otherwise than in accordance with the obligations set out in this section.
- S.Nu. 2025,c.22,s.45(1).

Service of civil claim

5. In a civil claim, the Nunavut Court of Justice may
- (a) include in its rules or directions about notice or service, a requirement that the Notice to Defendant or other document before the Court be provided to an individual who may be an Inuktitut speaker with an Inuktitut translation; and
 - (b) on return of the matter following service, request evidence relevant to the language preference or understanding demonstrated by the individual served.
- S.Nu. 2025,c.22,s.45(1).

Municipal Communications and Services

Additional communications with and services to the public

6. Every municipality shall make available to the public, regardless of the volume or level of demand, if any, the following additional communications and services in Inuktitut:
- (a) street signs, traffic signs and any maps that may be produced or procured by the municipality;
 - (b) activities or services delivered by the municipality relating to the social welfare of individuals or the community;
 - (c) municipal notices to the public, by-law enforcement and ticketing;
 - (d) interpretation at public meetings and municipal council meetings;
 - (e) the other prescribed communications or services that the Commissioner in Executive Council considers to be essential as the result of their nature or consequences for individuals, for a community or for Nunavut as a whole.
- S.Nu. 2025,c.22,s.45(1).

Government of Nunavut translation requirement

7. Documents, including notices or guidelines, directed to a municipality by the Government of Nunavut for public circulation, review or comment at the municipal level, shall be provided with Inuktitut translations. S.Nu. 2025,c.22,s.45(1).

Education

Inuktitut instruction

8. (1) Every parent whose child is enrolled in the education program in Nunavut, including a child for whom an individual student support plan exists or is being developed, has the right to have their child receive Inuktitut instruction.

Duties concerning education program

(2) The Government of Nunavut shall, in a manner that is consistent with Inuit Qaujimajatuqangit and bilingual education,

- (a) design and enable the education program to produce secondary school graduates fully proficient in Inuktitut, in both its spoken and written forms;
- (b) develop and implement appropriate Inuktitut competency targets necessary for the achievement of full proficiency
 - (i) for all stages of learning within the education program, consistent with paragraph (a), and
 - (ii) for an individual student support plan, consistent with the adjustments and supports provided for by the plan;
- (c) develop and use measures of assessment, and maintain records concerning individual attainment and education program outcomes overall, in relation to the competency targets established under subparagraph (b)(i); and
- (d) develop and provide
 - (i) curriculum, classroom materials and programs in Inuktitut required to implement this section, and
 - (ii) the training, certification and professional development for educators and others, including Inuktitut training and upgrading, that are necessary to produce the number, type and quality of educators required to implement this section.

Application to kindergarten and grades 1 to 3

(3) This section applies with respect to kindergarten and grades 1 to 3.

Phased in implementation for grades 4 to 12

(4) With respect to grades 4 to 12, this section shall be phased in and implemented in accordance with the Schedule to the *Education Act*. S.Nu. 2009,c.11,s.3; S.Nu. 2020,c.14,s.123(a),(c); S.Nu. 2025,c.22,s.45(1).

Early childhood education

9. To address the preschool stage of learning, consistent with the significance of this developmental stage for language acquisition and revitalization, the Government of Nunavut shall promote early childhood Inuktitut development and learning involving children and their parents at the community level, and shall

- (a) develop and provide early childhood education materials and programs in Inuktitut;
- (b) monitor the availability, use and outcomes of the materials and programs referred to in paragraph (a); and
- (c) develop and implement the licensing standards, training, certification and professional development for child day care operators and staff under the *Child Day Care Act*, or other early childhood education providers, that are required to implement this section.
S.Nu. 2009,c.11,s.4; S.Nu. 2025,c.22,s.45(1).

Note: On a day to be fixed by order of the Commissioner in Executive Council, paragraph 9(c) will be amended by replacing "child day care operators and staff under the *Child Day Care Act*" with "child care centre operators and employees under the *Early Learning and Child Care Act*".

See S.Nu. 2025,c.12,s.62(2).

Adult language acquisition and upgrading

10. The Government of Nunavut shall develop and provide Inuktitut acquisition and upgrading materials and programs designed for adults who wish to learn or improve their proficiency in Inuktitut both in community learning environments and through post-secondary education.

S.Nu. 2025,c.22,s.45(1).

Public Service

"Active offer" defined

11. In section 12, "active offer" means a clear explanation in Inuktitut of an individual's right to use Inuktitut during recruitment or employment, delivered in a manner that is culturally appropriate and non-coercive. S.Nu. 2025,c.22,s.45(1).

Language of work

12. (1) Inuktitut is a language of work in territorial institutions, and every employee of a territorial institution has the right to use Inuktitut at work to the extent and in the manner provided in this Act and the regulations.

Duties of territorial institution as employer

(2) Every territorial institution shall

- (a) identify and implement measures to eliminate any barriers faced by individuals who prefer to speak Inuktitut during recruitment or in the workplace;
- (b) identify and implement measures to increase the use of Inuktitut as a working language of the institution;
- (c) in recruitment, ensure
 - (i) that the job description includes a statement of the justified occupational requirements of the position relating to language, if any, and
 - (ii) that applicants' assessed level of competence in Inuktitut is a criteria that receives value in the assessment of their overall qualifications for the position;
- (d) except when skills in a language other than Inuktitut are a justified occupational requirement of the position, make an active offer advising applicants that they may
 - (i) submit an application entirely in Inuktitut, and
 - (ii) if selected for an interview, to have the job interview entirely in Inuktitut;

- (e) determine through an active offer made at the commencement of employment, whether the new employee prefers Inuktitut as their language of work;
- (f) if Inuktitut is an employee's preferred language of work,
 - (i) ensure that management is able to communicate with and supervise the employee in Inuktitut,
 - (ii) provide any performance appraisals in Inuktitut,
 - (iii) promote Inuktitut networks, mentoring or other innovative means of facilitating the use and strength of Inuktitut among those preferring to use Inuktitut at work, and
 - (iv) accept grievances filed in Inuktitut; and
- (g) whether or not Inuktitut is an employee's preferred language of work,
 - (i) offer Inuktitut training, upgrading and assessment of employees competence in Inuktitut,
 - (ii) ensure that employees seeking this training or upgrading are not prevented from registering or attending by routine duties of work, and
 - (iii) maintain records concerning the individual attainment and overall outcomes from the training and upgrading provided to employees.

Other duties of territorial institutions

- (3) To facilitate the use of Inuktitut in the workplace, every territorial institution shall
- (a) ensure that the management of the institution has, collectively, the capacity to function in Inuktitut;
 - (b) issue or display internal communication directed to its employees, collectively, in Inuktitut in addition to any other languages used;
 - (c) promote the use of Inuktitut in workplace communication generally, including interdepartmental and interagency communication; and
 - (d) acquire, when available, information technology systems that are appropriate to support the use of Inuktitut.

Duties of the Government of Nunavut

(4) To facilitate the use of Inuktitut in the workplace, every department of the Government of Nunavut and public agency shall

- (a) **deleted, 2nd Legislative Assembly, September 10, 2008;**
- (b) in consultation with the Inuit Uqausinginnik Taiguusiliuqtiit as provided under paragraph 16(2)(d), develop Inuktitut terminology and expressions required for the internal and external communications and functions of the department or public agency;
- (c) if the Inuit Uqausinginnik Taiguusiliuqtiit has issued a direction under paragraph 16(5)(b),
 - (i) use the standard Inuktitut as directed,
 - (ii) within a reasonable time, update the workplace and operational handbooks, manuals and similar tools used by employees in compliance with the direction, and
 - (iii) publish and facilitate the use of the standard Inuktitut terminology and expressions by employees and others.

Protection for Inuktitut speakers

(5) No territorial institution shall discharge, suspend, expel, reprimand, intimidate, harass, coerce, evict, transfer, impose a pecuniary or other penalty on or otherwise discriminate against an employee only because the employee is a unilingual speaker of Inuktitut or prefers to speak or use Inuktitut.

Justified occupational requirement

(6) Subsection (5) does not apply with respect to a discharge, suspension, reprimand or other disciplinary action, taken reasonably, in connection with a justified occupational requirement of the employee's position relating to language. S.Nu. 2025,c.22,s.45(1).

Application to Office of the Legislative Assembly

12.1. The application of subsections 12(1) to (3), or any regulation made in relation to those subsections, may be suspended or varied as they apply to the Office of the Legislative Assembly or to an independent officer of the Legislative Assembly,

- (a) by regulation, made by the Speaker on the recommendation of the Management and Services Board; or
- (b) by resolution of the Management and Services Board.

Official Languages Act paramount

13. If there is an inconsistency or conflict between section 12, or a right exercisable under section 12, and the *Official Languages Act*, the regulations made under that Act or a right exercisable under that Act, the *Official Languages Act* and the regulations made and rights exercisable under that Act prevail to the extent of the inconsistency or conflict.

Accountability of the Government of Nunavut

Accountability

14. Every department of the Government of Nunavut or public agency is accountable for the efficient and effective performance of its Inuktitut obligations under this Act and its role, if any, in the wider implementation of this Act

- (a) to the Executive Council through its administrative head; and
 - (b) to the Legislative Assembly through its Minister.
- S.Nu. 2025,c.22,s.45(1).

PART 2

INUIT UQAUSINGINNIK TAIGUUSILIUQTIIT

Establishment

15. An Inuktitut language authority called the Inuit Uqausinginnik Taiguusiliuqtiit is established for Nunavut. S.Nu. 2025,c.22,s.5.

Duty of the Inuit Uqausinginnik Taiguusiliuqtiit

16. (1) It is the duty of the Inuit Uqausinginnik Taiguusiliuqtiit to expand the knowledge and expertise available with respect to Inuktitut, and to consider and make decisions about Inuktitut use, development and standardization under this Act.

Specific duties

(2) Without limiting the generality of subsection (1), the Inuit Uqausinginnik Taiguusiliuqtiit shall

- (a) develop, through consideration of the oral traditions and usage, diversity and modern needs of Inuktitut, standardized terminology or expressions in Inuktitut;
- (b) publish, promote and maintain a database of all the standardized terminology or expressions in Inuktitut;
- (c) develop and publish competency levels or standards of Inuktitut use or correctness, including with respect to any dialect of Inuktitut in local use;
- (d) on receiving a request from the Minister, the Languages Commissioner or an organization, consider proposed terminology, expressions, documents, standards, competency levels or communications in Inuktitut and provide recommendations in response; and
- (e) establish and administer, in accordance with applicable law, an award program to recognize outstanding achievement by an organization or individual in implementing the requirements of this Act or in contributing to the development, promotion or protection of Inuktitut.

Research

(3) Without limiting the generality of subsection (1), the Inuit Uqausinginnik Taiguusiliuqtiit shall undertake and supervise research to support the work and performance of its duties, and shall

- (a) document and preserve traditional or historic terminology, regional variants or dialects, expressions and accounts of Inuktitut;
- (b) identify research requirements and deficiencies relating to the use, development, learning, linguistic structure, vitality or standardization of Inuktitut;
- (c) undertake or supervise and publish research to address the requirements and overcome the deficiencies identified;
- (d) promote quality, coherence, balance, accessibility and the avoidance of duplication in the research;
- (e) share information with an organization, academic institution or individual, within or outside Nunavut, with the objective of expanding the available knowledge about and expertise in Inuktitut, language development or standardization more generally; and
- (f) undertake or supervise research that the Minister or Executive Council may request.

Other cooperation

(4) Without limiting the generality of subsections (1) and (3), the Inuit Uqausinginnik Taiguusiliuqtiit may collaborate with, promote or contribute to the work of an organization, academic institution or individual capable of expanding the knowledge and expertise available with respect to Inuktitut, or supporting the work or any special projects of the Inuit Uqausinginnik Taiguusiliuqtiit.

Standard Inuktitut

- (5) The Inuit Uqausinginnik Taiguusiliuqtiit may
- (a) designate standard terminology, expressions, orthography, language or usage in Inuktitut for
 - (i) use by an organization or in an area of activity to which this Act and the regulations apply, and
 - (ii) the communications of a department of the Government of Nunavut or public agency;
 - (b) direct a department of the Government of Nunavut or public agency to implement standard terminology, expressions, orthography or another standard language or usage in Inuktitut that the Inuit Uqausinginnik Taiguusiliuqtiit has recommended; and
 - (c) undertake or supervise additional projects consistent with the duties of the Inuit Uqausinginnik Taiguusiliuqtiit that the Minister or Executive Council may request.
- S.Nu. 2009,c.11,s.5; S.Nu. 2025,c.22,s.45(1).

Powers

17. (1) In order to perform its duties under this Act, the Inuit Uqausinginnik Taiguusiliuqtiit may

- (a) establish committees composed wholly or partly of its members, under the terms and conditions that the Inuit Uqausinginnik Taiguusiliuqtiit considers appropriate;
- (b) conduct the reviews, hearings or meetings and receive the submissions or reports that the Inuit Uqausinginnik Taiguusiliuqtiit considers appropriate;
- (c) develop, review, recommend or administer surveys or tests that evaluate Inuktitut proficiency for purposes including the certification of an individual's educational or employment skill or competency level in Inuktitut;
- (d) collaborate with an organization, the Languages Commissioner and any other person exercising powers or having duties under this Act;
- (e) index or publish information concerning any matter within the authority of the Inuit Uqausinginnik Taiguusiliuqtiit; and
- (f) advise or submit reports or recommendations to the Minister at its own initiative, concerning any matter within the authority of the Inuit Uqausinginnik Taiguusiliuqtiit.

Rules and procedures

(2) Subject to this Act, the Inuit Uqausinginnik Taiguusiliuqtiit may establish rules and procedures

- (a) applying to the Inuit Uqausinginnik Taiguusiliuqtiit, or to the Minister or Government of Nunavut or to organizations dealing with the Inuit Uqausinginnik Taiguusiliuqtiit; and
- (b) governing the work, priorities and business of the Inuit Uqausinginnik Taiguusiliuqtiit and the manner in which its duties will be exercised and its powers will be performed.

Application of Parts 3 to 5 of *Legislation Act*

(3) Parts 3 to 5 of the *Legislation Act* do not apply to rules and procedures established under subsection (2). S.Nu. 2009,c.11,s.6; S.Nu. 2020,c.15,s.107(2); S.Nu. 2025,c.22,s.45(1).

Matters to be considered

18. In exercising its powers and performing its duties, the Inuit Uqausinginnik Taiguusiliuqtiit shall, in addition to other factors that the Inuit Uqausinginnik Taiguusiliuqtiit may consider appropriate, have regard to and promote

- (a) effective communications or service delivery practices in Inuktitut;
 - (b) the progressive improvement and excellence of the teaching, use, quality and linguistic vitality of Inuktitut at the individual and community level;
 - (c) the accelerated development of Inuktitut, including the development of new terminology that is required for effective compliance with this Act;
 - (d) effective communication with and between users of an Inuktitut dialect or orthography; and
 - (e) the careful assessment and selection of those recommendations, measures or approaches that are most likely to be effective in accomplishing the duties of the Inuit Uqausinginnik Taiguusiliuqtiit and the wider objectives of this Act, and not likely to result in any disproportionate adverse impact on an individual or group.
- S.Nu. 2025,c.22,s.45(1).

Consultation

19. In exercising its powers and performing its duties, the Inuit Uqausinginnik Taiguusiliuqtiit

- (a) may consult with the public or any organization or group likely to be impacted by a recommendation or approach under consideration by the Inuit Uqausinginnik Taiguusiliuqtiit in the manner that the Inuit Uqausinginnik Taiguusiliuqtiit considers appropriate and fair; and
 - (b) shall consult, as required by Article 32 of the Nunavut Agreement and any other law, with any organization or group of Inuit, or any municipality likely to be impacted by a recommendation or approach under consideration by the Inuit Uqausinginnik Taiguusiliuqtiit.
- S.Nu. 2020,c.15,s.143.

Membership

20. (1) The Inuit Uqausinginnik Taiguusiliuqtiit consists of between five and nine members appointed by the Commissioner in Executive Council, on the recommendation of the Minister.

Eligibility

(2) To be eligible for appointment to the Inuit Uqausinginnik Taiguusiliuqtiit, an individual must demonstrate

- (a) excellent fluency in Inuktitut;
- (b) traditional or academic expertise concerning the history, diversity, status, use, teaching, development or needs of Inuktitut or the willingness and ability to consider and apply such expertise;
- (c) personal knowledge concerning more than one regional variant or dialect of Inuktitut or the willingness to consider and respond to such knowledge; and
- (d) the capacity to assist the Inuit Uqausinginnik Taiguusiliuqtiit in performing its duties and exercising its powers.

Other qualifications

(2.1) The Commissioner in Executive Council may, on the recommendation of the Minister, establish additional qualifications or factors to be considered when appointing members to the Inuit Uqausinginnik Taiguusiliuqtiit.

Appointment process

(3) Before the Commissioner in Executive Council makes an appointment, the Minister shall

- (a) solicit nominations from organizations and from the general public;
- (b) seek advice respecting the nominations from a committee that includes equal representation from the Government of Nunavut and Nunavut Tunngavik Incorporated and such other representatives of the public or of any particular sector of Nunavut society as the Minister may, by regulation, require;
- (c) relay the advice of the committee on the nominations and the Minister's recommendation for the appointment to the Commissioner in Executive Council.

Term

(4) A member of the Inuit Uqausinginnik Taiguusiliuqtiit holds office for a renewable term of three years.

Renewal

(5) If both the member in question and Nunavut Tunngavik Incorporated agree, the term of a member of the Inuit Uqausinginnik Taiguusiliuqtiit may be renewed.

Termination

- (6) The appointment of a member of the Inuit Uqausinginnik Taiguusiliuqtiit
- (a) must not be terminated except for cause during their term of appointment; but
 - (b) may be terminated without cause while continuing to hold office following the expiration of their term of appointment.

Notice of resignation

(7) A member of the Inuit Uqausinginnik Taiguusiliuqtiit who wishes to resign shall provide the Minister with a notice of resignation, in writing.

Continuation after expiry

(8) Except as otherwise provided in this section, a member continues to hold office after the expiry of the term referred to in subsection (4) until reappointed, or until their appointment is terminated under paragraph (6)(b).

Vacancy

(8.1) If there are fewer than five members of the Inuit Uqausinginnik Taiguusiliuqtiit, the Commissioner in Executive Council

- (a) must, within 180 days, appoint another individual to the Inuit Uqausinginnik Taiguusiliuqtiit; and
- (b) may appoint another individual to the Inuit Uqausinginnik Taiguusiliuqtiit if, after the expiry of 90 days, a nomination has not been made pursuant to paragraph (3)(a) or a committee has not provided advice under paragraph (3)(b).

Term of appointment

(8.2) Despite subsections (4) and (5), a member of the Inuit Uqausinginnik Taiguusiliuqtiit appointed under subsection (8.1) without the advice of a committee holds office for a non-renewable term of one year.

Regular appointment

(8.3) For greater certainty, a member of the Inuit Uqausinginnik Taiguusiliuqtiit appointed under subsection (8.1) for a non-renewable term of one year is eligible for re-appointment in accordance with subsection (3).

Remuneration and expenses

(9) The Commissioner in Executive Council may, in accordance with the *Financial Administration Act*, provide for the remuneration of and allowance for expenses by members of the Inuit Uqausinginnik Taiguusiliuqtiit in carrying out the members' duties under this Act.

Liability

(10) No legal action or other proceeding may be brought against a member of the Inuit Uqausinginnik Taiguusiliuqtiit for anything, in good faith, done, omitted, caused, reported or said in the course of the exercise or purported exercise of a power or the performance or

purported performance of a duty of the Inuit Uqausinginnik Taiguusiliuqtiit under this Act. S.Nu. 2009,c.11,s.7; S.Nu. 2025,c.22,s.6,45(1).

Designation of chairperson and vice-chairperson

21. (1) The Minister shall designate a chairperson and vice-chairperson from among the members of the Inuit Uqausinginnik Taiguusiliuqtiit, after consultation with the members.

Chairperson

(2) The chairperson shall preside at meetings of the Inuit Uqausinginnik Taiguusiliuqtiit and shall direct its activities and coordinate the exercise of its powers and the performance of its duties under this Act.

Vice-chairperson

(3) If the chairperson is absent, unable to act or that office is vacant, the vice-chairperson may act as the chairperson and may exercise the powers and perform the duties of the chairperson.

Executive Director and other employees

22. (1) The Inuit Uqausinginnik Taiguusiliuqtiit may appoint, following a competition, an Executive Director and other employees necessary for the proper conduct of its duties, despite the *Public Service Act*.

Exception

(2) Despite subsection (1), the Inuit Uqausinginnik Taiguusiliuqtiit may appoint an Executive Director or other employees without a competition with the approval of the Executive Council.

Inuit employment policies and merit-based criteria

(3) Section 9 of the *Public Service Act* and directives issued under subsection 6(3) of that Act apply, with the necessary modifications, to the appointment of the Executive Director and other employees under this section.

Public Service Act

(4) The Executive Director and other employees appointed under this section are members of the public service as defined in the *Public Service Act*.

Chief executive officer

(5) With respect to employees appointed under this section, the Executive Director is the chief executive officer for the purposes of the *Public Service Act*. S.Nu. 2008,c.17,s.22(3); S.Nu. 2025,c.22,s.7.

Technical assistance

22.1. (1) The Inuit Uqausinginnik Taiguusiliuqtiit may engage or retain the services of experts and other persons, including Elders, considered necessary to the exercise of the powers and performance of the duties of the Inuit Uqausinginnik Taiguusiliuqtiit, and may determine their remuneration.

Public Service Act does not apply

(2) The *Public Service Act* does not apply to the retention, remuneration or engagement of experts and other persons, including Elders, under subsection (1). S.Nu. 2008,c.17,s.22(3).

Annual report

23. (1) The Inuit Uqausinginnik Taiguusiliuqtiit shall, within nine months after the end of each fiscal year, prepare and submit to the Minister an annual report on the performance of its statutory duties and exercise of statutory powers, including the following information:

- (a) the activities of the Inuit Uqausinginnik Taiguusiliuqtiit during the preceding fiscal year;
- (a.1) copies or summaries, as the Inuit Uqausinginnik Taiguusiliuqtiit considers to be appropriate, of the reports or recommendations submitted or advice provided to the Minister under paragraph 17(1)(f), if any;
- (b) the results achieved;
- (c) an assessment of the strength or needs of Inuktitut;
- (d) the priorities of the Inuit Uqausinginnik Taiguusiliuqtiit and any change of priorities made or anticipated in the interest of a more effective response to the needs of Inuktitut;
- (e) any other information that the Minister may require.

Tabling annual report

(2) The Minister shall cause the annual report of the Inuit Uqausinginnik Taiguusiliuqtiit to be laid before the Legislative Assembly as soon as is reasonably practicable. S.Nu. 2017,c.5,s.3; S.Nu. 2025,c.22,s.45(1).

PART 3 RESPONSIBILITIES OF THE MINISTER OF LANGUAGES

Minister of Languages

24. (1) The Minister of Languages, appointed by the Commissioner on the advice of the Premier under section 66 of the *Legislative Assembly and Executive Council Act*, shall coordinate, administer and advocate the full, efficient and effective realization and exercise of the rights and privileges established under this Act.

Inuktitut promotion

(2) Without limiting the generality of subsection (1), the Minister shall develop policies or programs intended to promote

- (a) the use and development of Inuktitut so that it can be used in the full range of activities and sectors of Nunavut society;
- (b) increased learning, proficiency and linguistic vitality of Inuktitut, including its revitalization through initiatives targeting communities or age groups in which there are special concerns about language loss or assimilation;
- (c) at the community level,
 - (i) initiatives for the use, teaching, development, promotion or preservation of Inuktitut, and

- (ii) increased community capacity for the assessment of local needs and the planning and management of local initiatives for the promotion of Inuktitut;
- (d) public awareness and appreciation of the history, use, status, importance and diversity of Inuktitut in Nunavut;
- (e) the increased production and use in all sectors of Nunavut society of linguistic expression using all kinds of media, in Inuktitut;
- (f) the identification and development of the content and methods or technologies for Inuktitut media distribution or access that have the greatest potential to promote the use or revitalization of Inuktitut, including print, film, television, radio, digital audio or video, interactive or any other media;
- (g) public access to and information about available Inuktitut resources and tools;
- (h) public understanding of this Act and the regulations;
- (i) **repealed, S.Nu. 2008,c.17,s.50(7).**
- (j) the national, international and private sector recognition of and support for Inuktitut, including its recognition in law;
- (k) dialogue and co-operation with the representatives of Inuit outside Nunavut, with the objective of protecting, developing and promoting Inuktitut; and
- (l) Inuktitut by other means that the Executive Council may require or authorize.

Limitation

(3) The exercise of the powers and the performance of the duties of the Minister under this section are limited by and shall conform to

- (a) the rights, immunities, privileges and powers of the Legislative Assembly and its members; and
 - (b) the independence, privileges and powers of the Nunavut Court of Justice and the Court of Appeal.
- S.Nu. 2008,c.17,s.50(7); S.Nu. 2009,c.11,s.8; S.Nu. 2025,c.22,s.45(1).

Implementation plan and powers

25. (1) The Minister shall include in the implementation plan referred to in subsection 13(3) of the *Official Languages Act* a separate comprehensive plan to ensure the coordinated implementation of this Act and, to this end, the Minister may exercise the powers and shall perform the duties, including consultation, that are assigned to the Minister under subsections 13(3) to (6) of the *Official Languages Act*.

Strategy for revitalization and promotion

- (2) As it relates to this Act, the implementation plan must include a strategy designed to
 - (a) identify and coordinate activities and measures to be taken for the purpose of Inuktitut revitalization and promotion, particularly targeting communities and age groups for which there are special concerns about language loss or assimilation; and

- (b) clarify the roles and responsibilities to be discharged to implement the strategy, including those of government, and any private sector bodies, communities and members of the public.

Minister may direct

(3) The Minister may direct that a department of the Government of Nunavut or a public agency shall do all or any of the following:

- (a) provide information, submissions or program-specific expertise to the Inuit Uqausinginnik Taiguusiliuqtiit that the Inuit Uqausinginnik Taiguusiliuqtiit has requested or recommended or that the Minister considers to be appropriate to the exercise of the powers and the performance of the duties of the Inuit Uqausinginnik Taiguusiliuqtiit;
- (b) collaborate with the Inuit Uqausinginnik Taiguusiliuqtiit for the development of Inuktitut proficiency evaluations tailored for
 - (i) all or any part of the public service,
 - (ii) any category of child day care operators and staff under the *Child Day Care Act* or other early childhood education providers, or
 - (iii) any category of teacher or student under the *Education Act*, *Nunavut Arctic College Act* or other legislation applicable to teachers or students in Nunavut;
- (c) use or require participation in a competency assessment, test or survey developed, recommended or administered by the Inuit Uqausinginnik Taiguusiliuqtiit.

(4)-(6) Repealed, S.Nu. 2009,c.11,s.9.

S.Nu. 2008,c.17,s.50(8); S.Nu. 2009,c.11,s.9; S.Nu. 2025,c.22,s.45(1).

Note: On a day to be fixed by order of the Commissioner in Executive Council, subparagraph 25(3)(b)(ii) will be amended by replacing "child day care operators and staff under the *Child Day Care Act*" with "child care centre operators and employees under the *Early Learning and Child Care Act*".

See S.Nu. 2025,c.12,s.62(2).

25.1. Repealed, S.Nu. 2009,c.11,s.9.

Agreement

26. The Minister may, on behalf of the Government of Nunavut, enter into an agreement with any person or organization, respecting any matter under this Act that the Minister considers appropriate.

Minister's annual report

27. The Minister shall include in a report prepared and submitted under section 15 of the *Official Languages Act* a separate description of

- (a) all the activities, results achieved and use of government resources during the preceding fiscal year in relation to the discharge of language obligations under this Act;
- (b) the establishment, operation or performance of policies, programs and services in this regard;
- (c) the number and nature of the reports and recommendations provided by the Inuit Uqausinginnik Taiguusiliuqtiit pursuant to subsection 17(1), the government response in each case and, if a report or recommendation has not been accepted or implemented, an explanation for the government response; and
- (d) the other information relating to this Act and the regulations that the Minister considers appropriate.

(2) **Repealed, S.Nu. 2009,c.11,s.10.**

(3) **Repealed, S.Nu. 2009,c.11,s.10.**

(4) **Repealed, S.Nu. 2009,c.11,s.10.**

S.Nu. 2008,c.17,s.50(9); S.Nu. 2009,c.11,s.10.

PART 4 COMPLIANCE

Languages Commissioner's Role

Inuit Qaujimajatuqangit

27.1. (1) The following general principles and concepts of Inuit Qaujimajatuqangit apply in respect of the exercise of the powers and performance of the duties of the Languages Commissioner under sections 28 to 35 and section 37:

- (a) *Inuuqatigiitsiarniq* (respecting others, relationships and caring for people);
- (b) *Tunnganarniq* (fostering good spirit by being open, welcoming and inclusive);
- (c) *Pijitsirniq* (serving and providing for family or community, or both);
- (d) *Aajiiqatigiinni* (decision making through discussion and consensus);
- (e) *Piliriqatigiinni* or *Ikajuqtiigiinni* (working together for a common cause);
- (f) *Qanuqtuurniq* (being innovative and resourceful);
- (g) *Pilimmaksarniq* or *Pijariuqsarniq* (the development of skills through practice, effort and action);
- (h) *Avatittinnik Kamatsiarniq* (respect and care for the land, animals and the environment).

Other Inuit societal values

(2) The Languages Commissioner may, in the exercise of the powers and performance of the duties of the Languages Commissioner, identify, use or incorporate other Inuit societal values that the Languages Commissioner considers to be relevant and beneficial. S.Nu. 2025,c.22,s.8.

Duty of Languages Commissioner

28. (1) The Languages Commissioner shall take all actions and measures within the authority of the Languages Commissioner to ensure that the rights, status and privileges established by this Act with respect to Inuktitut are recognized and performed.

Advice on request

(2) The Languages Commissioner may, on request, advise an organization regarding the specific actions or approaches the Languages Commissioner considers appropriate for compliance with this Act and the regulations.

Assistance to Inuit Uqausinginnik Taiguusiliuqtiit

(3) On the request of the Inuit Uqausinginnik Taiguusiliuqtiit, the Languages Commissioner may provide reasonable assistance to support the informed and effective exercise of a power or performance of a duty of the Inuit Uqausinginnik Taiguusiliuqtiit.
S.Nu. 2025,c.22,s.45(1).

28.1.-28.4. Repealed, S.Nu. 2009,c.11,s.11.

Inuktitut Language Plan

Inuktitut language plan

29. (1) An organization that is not a territorial institution may manage its compliance with this Act by means of an Inuktitut language plan, which must include the following:

- (a) the organizational measures, policies and practices proposed for the communications with or delivery of services to the public that are required under this Act;
- (b) a schedule for giving effect to the measures, policies or practices;
- (c) an indication of the numbers of the organization's staff, if any, that are or will be fluent in Inuktitut and able to communicate with or deliver services to the public in Inuktitut as required under this Act; and
- (d) the ways in which the organization will ensure that the Inuktitut language plan and the availability of communications with or services to the public in Inuktitut are publicized.

Guidelines

(2) The Languages Commissioner may provide or publish guidelines for additional information to be included in an Inuktitut language plan. S.Nu. 2025,c.22,s.45(1),(5),(6)(a).

Submission to the Languages Commissioner

30. (1) An organization that is not a territorial institution may submit a proposed plan for communications with or services to the public in Inuktitut to the Languages Commissioner for approval.

Review

(2) The Languages Commissioner shall review the proposed Inuktitut language plan, having regard to the views of any other individual or organization that the Languages Commissioner considers appropriate.

Approval in writing

(3) If the Languages Commissioner is satisfied that the plan complies with the requirements of this Act and the regulations, the Languages Commissioner shall approve the plan in writing.

Effect of approval

(4) If the Languages Commissioner is satisfied that the communications with or delivery of services to the public required by this Act or the regulations are being provided in accordance with a plan approved under subsection (3), the Languages Commissioner may discontinue any investigation commenced under section 31 concerning communications or services provided to the public in accordance with the Inuktitut language plan.

Inform complainant

(5) If the Languages Commissioner refuses to investigate or discontinues an investigation under subsection (4), the Languages Commissioner shall

- (a) inform the complainant and such other affected persons as the Languages Commissioner considers appropriate of that decision at a time and in a manner that the Languages Commissioner considers appropriate; and
- (b) provide a written confirmation to the complainant
 - (i) that the Languages Commissioner has refused to investigate or has discontinued an investigation under subsection (4), and
 - (ii) the date when the information required by paragraph (a) was provided.

Plan amendment or revocation

(6) If the Languages Commissioner is satisfied that, by reason of a change in circumstances, a plan approved under subsection (3) has ceased to comply with this Act and the regulations, the Languages Commissioner may, in writing,

- (a) invite an organization to submit an amended plan within a specified time; and
 - (b) revoke the approval to the extent required by the change in circumstances.
- S.Nu. 2025,c.22,s.9,45(1),(6)(b).

Investigation

Complaints

31. (1) A person may submit a complaint to the Languages Commissioner orally, or in another form that the Languages Commissioner considers to be satisfactory, for an investigation on the grounds that, in the administration of an organization to which this Act applies,

- (a) a provision of this or any other Act or regulation relating to the use, promotion or protection of Inuktitut is not being or has not been complied with; or
- (b) the spirit and intent of this Act is not being or has not been fulfilled.

Third parties may apply

(2) For greater certainty, a person with legal capacity need not be a parent, an employee, or in any way directly affected, in order to submit a complaint to the Languages Commissioner alleging that an organization to which this Act applies has not complied with the requirements of sections 8 to 12 or with the spirit and intent of this Act as it relates to those provisions.

Initiating investigation without complaint

(3) The Languages Commissioner may also commence an investigation relating to the grounds for complaint referred to in subsection (1) on the Languages Commissioner's own initiative, whether or not a complaint has been submitted with respect to the matter.

Territorial institutions and municipalities

(4) If an investigation commenced under this section relates to the administration of a territorial institution or a municipality, sections 25 to 36 of the *Official Languages Act* govern the Languages Commissioner's investigation and report. S.Nu. 2008,c.17,s.50(11); S.Nu. 2025,c.22,s.10.

Definitions

32. (1) In this section,

"facilitator" means a mediator or another third party that is tasked with facilitating a resolution to a complaint;

"party" means

- (a) the complainant, or
- (b) the authorized representative of the organization subject to the complaint.

Informal resolution process

- (2) Prior to or during an investigation, the Languages Commissioner may
 - (a) engage an organization in the voluntary preparation or amendment of an Inuktitut language plan;
 - (b) attempt to resolve the complaint through negotiation; or
 - (c) recommend or use an informal resolution process, including mediation, that is consistent with Inuit Qaujimajatuqangit to resolve a complaint,
 - (i) in the case of a complaint relating to the administration of a territorial institution or a municipality, in accordance with section 30 of the *Official Languages Act*, or
 - (ii) in the case of any other organization, in accordance with subsections (3) to (10).

Commencing informal resolution process

(3) Prior to recommending or using an informal resolution process, the Languages Commissioner must

- (a) consult with the parties respecting
 - (i) the type of informal resolution process, including whether or not a facilitator will be used, and
 - (ii) if a facilitator will be used, the choice of facilitator;
- (b) obtain consent to the informal resolution process and an undertaking respecting the confidentiality requirements of subsection (10) from the parties;
- (c) identify the issues that can be resolved through the informal resolution process; and
- (d) if a facilitator will be used, appoint a facilitator following the consultations under subparagraph (a)(ii).

Attempt to resolve

(4) If a facilitator is appointed for an informal resolution process, the facilitator must, in an impartial manner, assist the parties to resolve the complaint to their mutual satisfaction.

Settlement

(5) If a complaint is settled through the informal resolution process, the facilitator or, if there is no facilitator, one of the parties must provide the Languages Commissioner with a copy of the settlement agreement signed by the parties.

Approval or refusal of settlement

- (6) The Languages Commissioner must,
- (a) approve the settlement agreement;
 - (b) with the consent of the parties, amend the terms of the settlement agreement and then approve it; or
 - (c) refuse to approve the settlement agreement if the Languages Commissioner determines that doing so is necessary
 - (i) to prevent continued non-compliance with any provision of this Act or any other enactment relating to the status, use or protection of an Official Language,
 - (ii) to prevent continued non-fulfilment of the spirit and intent of this Act, or
 - (iii) to otherwise protect the public interest.

Effective date

(7) A settlement of a complaint does not come into effect unless the Languages Commissioner approves the settlement agreement under subsection (6).

Unresolved complaint – facilitator

(8) The facilitator must terminate an informal resolution process and refer the complaint back to the Languages Commissioner for investigation if

- (a) the termination of the informal resolution process is requested by a party;
or
- (b) the facilitator determines that there is no reasonable prospect that the complaint will be settled through the informal resolution process.

Initiating or continuing investigation

(9) The Languages Commissioner must initiate or continue the investigation

- (a) following a referral under subsection (8); or
- (b) in the case of an informal resolution process without a facilitator, when
 - (i) the termination of the informal resolution process is requested by a party, or
 - (ii) the Languages Commissioner determines that there is no reasonable prospect that the complaint will be settled through the informal resolution process.

Confidentiality

(10) Communications and evidence arising from anything said or produced during the course of an informal resolution process under this Act are confidential, and are not admissible in any investigation or proceedings under this Act, or in any action, matter or other proceeding, without the written consent of all parties. S.Nu. 2025,c.22,s.11.

Protection for involved persons

33. (1) A person must not discharge, suspend, expel, intimidate, coerce, evict, impose a pecuniary or other penalty on or otherwise discriminate against a person because that person submits a complaint, gives evidence or assists in an investigation or submission of a complaint to the Languages Commissioner.

Penalty

(2) Every person who contravenes subsection (1) is guilty of an offence and is liable on summary conviction,

- (a) if an individual, to a fine not exceeding \$5,000; and
 - (b) if a body corporate or another body with legal capacity, to a fine not exceeding \$25,000.
- S.Nu. 2025,c.22,s.12.

33.1.-33.7. Repealed, S.Nu. 2025,c.22,s.13.

S.Nu. 2008,c.17,s.50(12).

Investigation - Other Organization

Complaint concerning other organization

34. (1) On receipt of a complaint regarding the administration of an organization that is not a territorial institution or a municipality, the Languages Commissioner must evaluate the complaint and proceed in accordance with this section and sections 35 to 42.

Reasonable grounds to investigate

(2) If, after initial review of the complaint, the Languages Commissioner is satisfied that there are reasonable grounds to investigate, the Languages Commissioner must investigate.

Combining investigations

(3) The Languages Commissioner may conduct a single investigation of two or more complaints, or combine the investigation of one or more complaints with an investigation commenced on the Languages Commissioner's own initiative, after considering

- (a) the significance of the affected Official Language rights;
- (b) the frequency of
 - (i) the non-compliance a provision of this or any other Act or regulation relating to the use, promotion or protection of Inuktitut, or
 - (ii) the non-fulfilment of the spirit and intent of this Act;
- (c) any past recommendation made by the Languages Commissioner; and
- (d) whether it is fair and reasonable in the circumstances to conduct a single investigation.

Notice

(4) On commencing an investigation, the Languages Commissioner must provide a notice of the investigation to an organization whose communications with or services to the public or other conduct are to be investigated. S.Nu. 2008,c.17,s.50(13), S.Nu. 2025,c.22,s.14.

Absence of reasonable grounds

35. (1) The Languages Commissioner must refuse to investigate or must discontinue an investigation if, after initial review of a complaint received under subsection 31(1), the Languages Commissioner determines that there are no reasonable grounds to investigate.

Refuse or discontinue investigation

(2) The Languages Commissioner may refuse to investigate or may discontinue an investigation if, in the opinion of the Languages Commissioner, any of the following situations exist:

- (a) the conduct identified primarily affects an individual or individuals other than the complainant, and the directly affected individual or individuals do not wish to proceed;
- (b) all or part of the conduct identified in the complaint may be dealt with and remedied, adequately and appropriately, under another Act or using another available procedure;
- (c) the complaint is frivolous, vexatious, not made in good faith or concerns a trivial matter;
- (d) the complaint is not within the jurisdiction of the Languages Commissioner;
- (e) the complainant has withdrawn or abandoned the application;
- (f) the conduct identified in the complaint has been remedied.

Considerations

(3) Before making a determination under subsection (1) or (2), the Languages Commissioner must consider all relevant circumstances, including the possibility that a complainant or a directly affected individual may be reluctant to proceed or that a complaint may have been withdrawn, abandoned or represented as having been resolved because of an abuse or imbalance of power.

Inform complainant

(4) If the Languages Commissioner refuses to investigate or discontinues an investigation, the Languages Commissioner must

- (a) inform the complainant and such other affected persons as the Languages Commissioner considers appropriate of that decision at a time and in a manner that the Languages Commissioner considers appropriate; and
- (b) provide a written confirmation to the complainant
 - (i) that the Languages Commissioner has refused to investigate or has discontinued an investigation under subsection (1) or (2), and
 - (ii) the date when the information required by paragraph (a) was provided.

S.Nu. 2025,c.22,s.15.

Investigation powers and procedure

36. (1) During an investigation, the Languages Commissioner may request and obtain information from the persons and in the manner the Languages Commissioner considers appropriate, and may take one or more of the following actions without being bound by the rules of evidence or proceedings in civil cases:

- (a) at any reasonable time, enter and inspect an area or premises, other than a dwelling house, to which the public has access;
- (b) make the inquiries while in those premises that Languages Commissioner considers appropriate, including talking in private with any individual on a voluntary basis;
- (c) request and examine information, records and objects, make or require copies or take photographs that the Languages Commissioner considers relevant to the investigation;
- (d) accept or exclude any information or evidence as the Languages Commissioner considers appropriate, whether or not it would be admissible or excluded in a civil case.

Summons and disclosure

(2) Subject to giving reasonable notice, the Languages Commissioner may exercise the following additional powers in the course of an investigation:

- (a) summon and enforce the appearance of a person as a witness;
- (b) administer oaths and affirmations;
- (c) compel a person to give evidence on oath or affirmation, including by way of an affidavit, at a time and place the Languages Commissioner specifies;

- (d) compel a person to produce documents and things in the person's possession or control that the Languages Commissioner considers relevant to the investigation, at a time and place the Languages Commissioner specifies.

Other powers

(3) In exercising the powers under subsections (1) and (2), the Languages Commissioner has the same powers and duties as are vested in a court of law in civil cases.

Paramountcy

(4) If there is an inconsistency or conflict between this section and the *Access to Information and Protection of Privacy Act* or the regulations made under that Act, this section prevails to the extent of the inconsistency or conflict. S.Nu. 2025,c.22,s.16.

Powers of the Languages Commissioner if complaint or concern substantiated

37. (1) If, after carrying out an investigation regarding the administration of an organization that is not a territorial institution or a municipality, the Languages Commissioner considers that a complaint or concern under investigation is substantiated, the Languages Commissioner may

- (a) recommend the specific measures, policies and practices that an organization may undertake in order to comply with this Act;
- (b) direct an organization to inform the Languages Commissioner within a specified time of the action taken or proposed to correct its practices;
- (c) if no action is taken or proposed within the time specified under paragraph (b), use the powers set out in subsections 36(2) and (3) to summon and enforce the appearance of a person, and compel the person to produce documents, things or evidence;
- (d) publish information about an organization, including measures recommended under paragraph (a) or information received under paragraph (b) or (c); and
- (e) apply to the Nunavut Court of Justice for a remedy under subsection 39(1) and include in the Languages Commissioner's application an affidavit containing the Languages Commissioner's findings and the recommendations, if any, that the Languages Commissioner considers appropriate.

Inform affected persons

(2) The Languages Commissioner shall in every case

- (a) at a time and in a manner that the Languages Commissioner's considers appropriate and consistent with section 38, inform the complainant and such other affected persons as the Languages Commissioner considers appropriate of the Languages Commissioner's findings and the powers exercised under subsection (1); and
- (b) confirm in writing to the complainant and such other affected persons as the Languages Commissioner considers appropriate
 - (i) that the Languages Commissioner has concluded the investigation, and

- (ii) the date when the information required by paragraph (a) was provided.
S.Nu. 2008,c.17,s.50(14); S.Nu. 2009,c.11,s.12;
S.Nu. 2025,c.22,s.17,18.

Rules, Procedures and Forms

Rules, procedures and forms

37.1. (1) Subject to this Act, the Languages Commissioner shall make rules governing the procedures and forms that may be used and the manner in which the powers conferred and duties imposed by this Act will be exercised and performed.

Application of Parts 3 to 5 of *Legislation Act*

(2) Parts 3 to 5 of the *Legislation Act* do not apply to rules made under subsection (1).
S.Nu. 2020,c.15,s.107(3).

Confidentiality and Disclosure of Information

Confidentiality

38. (1) Except as authorized or required by law, the Languages Commissioner and every person acting on behalf or under the direction of the Languages Commissioner shall maintain confidentiality and shall not disclose information received in the performance of their duties.

Necessary disclosure

(2) Despite subsection (1), the Languages Commissioner may disclose, or authorize a person acting on behalf or under the direction of the Languages Commissioner to disclose, information that the Languages Commissioner considers necessary to

- (a) further an investigation; or
- (b) establish grounds for conclusions and recommendations made in a report issued in the course of the exercise of a power or the performance of a duty of the Languages Commissioner.

Disclosure for proceedings under Act

(3) Despite subsection (1), the Languages Commissioner may disclose, or authorize a person acting on behalf of or under the direction of the Languages Commissioner to disclose, information that the Languages Commissioner or a court considers necessary in a proceeding under this Act or the *Official Languages Act*, or an appeal of such proceeding.

Evidence not compellable

(4) The Languages Commissioner and any person acting on behalf of or under the direction of the Languages Commissioner is not a compellable witness in respect of any information or evidence received in the performance of duties or exercise of powers under this Act, except in a proceeding under this Act or the *Official Languages Act*, or an appeal of such proceeding.

Public interest

(5) The Languages Commissioner may, if the Languages Commissioner considers it to be appropriate in the public interest after an investigation and any related proceedings are finally concluded, publish general information relating to an organization's communications with or delivery of services to the public in Inuktitut, including case studies or commentaries about the practical application and operation of this Act and the regulations.

Confidential information of a private sector body

(5.1) Subsection (5) does not authorize the disclosure of financial, commercial, scientific, technical, labour relations or other confidential information, that is supplied by a private sector body to support a request for accommodation under paragraph 3(5)(b), and that has not been previously published.

Same

(5.2) Confidential information supplied by a private sector body to support a request for accommodation under paragraph 3(5)(b) shall not be disclosed except in accordance with the *Access to Information and Protection of Privacy Act*.

Paramountcy

(6) If there is an inconsistency or conflict between this Part and the *Access to Information and Protection of Privacy Act* or the regulations made under that Act, this Part prevails to the extent of the inconsistency or conflict. S.Nu. 2025,c.22,s.45(1).

Reports and information

Reports and information final

38.1. (1) Reports and information provided by the Languages Commissioner under this Act are not subject to appeal or to review by a court.

Use of reports

(2) Despite subsection (1), if an application is filed under subsection 39(1) or paragraph 40(1)(a), a report purported to be provided by the Languages Commissioner under this Act is admissible in evidence as proof, in the absence of evidence to the contrary, of the contents of the report and that the Languages Commissioner provided the report.

Enforcement in the Nunavut Court of Justice

Enforcement application

39. (1) An application may be made to the Nunavut Court of Justice for a remedy that the Court considers appropriate and just in the circumstances by a complainant or a person who is directly affected by an outcome of an investigation under this Act if

- (a) the Languages Commissioner has refused or discontinued an investigation under subsection 30(4), 35(1) or (2);
- (b) the Languages Commissioner has informed the applicant about powers exercised under subsection 37(1); or

- (c) more than one year has passed since the day the complaint was submitted and the applicant has not been informed that an investigation has been refused or discontinued or of the progress or outcome of the investigation.

Limitation period

- (2) Subject to subsection (3), an application may not be made under subsection (1)
 - (a) more than one year after the day on which the complainant
 - (i) is informed, under subsection 30(5) or 35(4), of the Languages Commissioner's decision to refuse or discontinue an investigation, or
 - (ii) is informed, under subsection 37(2), of the discretion exercised by the Languages Commissioner; or
 - (b) more than two years after the date of the initial complaint to the Languages Commissioner, if the applicant has not received the information referred to in paragraph (a) after the expiry of one year.

Filing after time expired

- (3) The Nunavut Court of Justice may accept an application filed after the expiration of the time limit referred to in subsection (2) if the Court determines that
 - (a) the delay in filing was incurred in good faith; and
 - (b) the refusal to waive a time limit would result in a greater adverse impact on the applicant, as compared to the prejudice, if any, experienced by any other person as the result of the delay.

Other rights of action

(4) Nothing in this section abrogates or derogates from any right of action a person might have other than the right of action set out in this section. S.Nu. 2009,c.11,s.13; S.Nu. 2025,c.22,s.19.

Languages Commissioner may apply or appear

- 40.** (1) The Languages Commissioner may
- (a) apply to the Nunavut Court of Justice for a remedy within the time limit established by subparagraph 39(2)(a)(ii) only after obtaining, in writing, the consent of a complainant;
 - (b) appear before the Nunavut Court of Justice on behalf of a person who has applied under subsection 39(1) for a remedy; or
 - (c) with leave of the Nunavut Court of Justice, appear as a party to a proceeding under subsection 39(1).

Complainant may appear

(2) If the Languages Commissioner makes an application under paragraph (1)(a), a complainant may appear as a party in the proceedings.

Capacity to intervene

(3) Nothing in this section affects the capacity of the Languages Commissioner to seek leave to intervene in any adjudicative proceedings relating to the status or use of Inuktitut.

S.Nu. 2025,c.22,s.20,45(1).

Order to participate

41. The Nunavut Court of Justice may, in addition to any other interim order or direction that the Court considers appropriate, issue an interim order requiring an organization and such persons as the Court considers appropriate,

- (a) to participate with a special Languages Commissioner in the preparation of an Inuktitut language plan; and
- (b) to provide information to the special Languages Commissioner for this purpose.

S.Nu. 2025,c.22,s.45(1),(6)(c).

Relief

42. The Nunavut Court of Justice may, in addition to any other remedy the Court considers appropriate,

- (a) order an organization to take specific remedial action to correct its practices in order to comply with this Act and the regulations;
- (b) order an organization or the Languages Commissioner to publish a notice or account of a remedial action taken or proposed to be taken to correct the practices of the organization, whether or not the Court has exercised powers under paragraph (a);
- (c) specify the role, if any, that the Court will have in supervising the preparation of an Inuktitut language plan or other compliance with an order under this Act; and
- (d) award damages, including damages to an individual for any affront to dignity that individual may have suffered.

S.Nu. 2025,c.22,s.45(6)(d).

PART 5 MISCELLANEOUS

Review of Act

Review in conjunction with *Official Languages Act*

43. (1) Except as directed by motion of the Legislative Assembly, section 37 of the *Official Languages Act* governs the review of this Act.

Inuit Uqausinginnik Taiguusiliuqtiit

(2) A review under subsection (1) shall include a review of the status of the Inuit Uqausinginnik Taiguusiliuqtiit, and whether or not administrative independence is necessary for its work.

(3) Repealed, S.Nu. 2009,c.11,s.14.

S.Nu. 2008,c.17,s.50(15); S.Nu. 2009,c.11,s.14.

Regulations

Regulations

44. (1) The Commissioner in Executive Council, on being satisfied that appropriate consultation has occurred and that the requirements of Article 32 of the Nunavut Agreement have been fulfilled, may make regulations

- (a) designating the administrative head of a public agency referred to in the definition "administrative head" in subsection 1(1);
- (a.1) under subsection 1(1), identifying by class, condition or circumstance the situations in which a private sector body to which this Act would otherwise apply is or may be exempted;
- (a.2) excluding a public agency under subsection 1(1), where the public agency is established for purposes relating primarily to the heritage, cultural expression, strengthening or promotion of a single language or language community;
- (a.3) under paragraph 1(2)(c), respecting the circumstances or instances in which both Inuinnaqtun and Inuktitut must be used under this or any other Act;
- (a.4) under subsection 3(1) as it applies to private sector bodies, in respect of a specified place, class, condition or circumstance,
 - (i) detail an obligation set out in section 3,
 - (ii) vary an obligation set out in section 3 and substitute a less onerous or different requirement for communication or services in Inuktitut, or
 - (iii) waive an obligation set out in section 3;
- (b) setting out the other services to the public referred to in paragraph 3(2)(c);
- (c) setting out the other communications referred to in paragraph 3(3)(c);
- (d) setting out the additional communications and services referred to in paragraph 6(e);
- (e) respecting any matter the Commissioner in Executive Council considers necessary to effect compliance with sections 8 to 12, including any matter required to ensure their efficient and effective implementation;
- (f) respecting the performance of duties or the exercise of powers by the Inuit Uqausinginnik Taiguusiliuqtiit under this Act;
- (g) respecting the obligations of the Minister of Languages in seeking compliance with this Act by federal departments, agencies and institutions, including identifying federal departments, agencies and institutions that the Minister of Languages must prioritize;
- (g.1) **repealed, S.Nu. 2025,c.22,s.22.**
- (g.2) **repealed, S.Nu. 2009,c.11,s.15.**
- (h) respecting any matter the Commissioner in Executive Council considers necessary to support the Minister's performance of duties and exercise of powers under this Act; and

- (i) respecting any matter the Commissioner in Executive Council considers necessary to carry out the purposes and provisions of this Act.

Independence affirmed

(2) This section does not empower the Commissioner in Executive Council to make regulations respecting the Legislative Assembly, the Nunavut Court of Justice or the Court of Appeal.

Other prerequisites

- (3) At least four months before a regulation is made under subsection (1),
 - (a) the proposed regulation shall be published in the *Nunavut Gazette*, together with an Inuktitut translation and information about the manner in which interested persons may comment on the proposed regulation;
 - (b) a notice of the proposed regulation, stating where a copy of it and an Inuktitut translation of it may be obtained and information about the manner in which interested persons may comment on the proposed regulation, shall be published in at least one newspaper of general circulation in Nunavut; and
 - (c) the Minister shall notify the Speaker and Nunavut Tunngavik Incorporated that a proposed regulation has been published as required by paragraph (a).

Report on development process

(4) To support the determination required in subsection (1), the Minister shall provide a report to the Commissioner in Executive Council, summarizing the measures undertaken to request and obtain public or other input about the regulation, the Minister's manner of compliance with Article 32 of the Nunavut Agreement and whether or in what manner the regulation proposed responds to the issues raised during the development of the regulation and in the course of compliance with this section.

Report on the proposed regulation

(5) The Minister shall submit the report referred to in subsection (4) to the Speaker of the Legislative Assembly.

Tabling report

(6) The Speaker shall cause the report to be laid before the Legislative Assembly as soon as is reasonably practicable. S.Nu. 2008,c.17,s.50(16),(17); S.Nu. 2009,c.11,s.15; S.Nu. 2020,c.15,s.143; S.Nu. 2025,c.22,s.21,22,45(1),48.

Legislative Assembly Regulations

44.1. (1) The Speaker, on the recommendation of the Management and Services Board, may make regulations for the Legislative Assembly respecting any aspect, measure, method or requirement not fully or sufficiently provided for in this Act as the Speaker, on the recommendation of the Management and Services Board, considers necessary to ensure that the Legislative Assembly is in compliance with this Act, including but not limited to regulations respecting signage, notices, translation, interpretation and the giving of notice.

Rules of Court

(2) The Nunavut Court of Justice and the Court of Appeal may, under sections 59 and 60 of the *Judicature Act*, make rules of court respecting any aspect, measure, method or requirement not fully or sufficiently provided for in this Act or in procedural rules already in force, that are considered to be necessary to ensure compliance with this Act, including rules respecting signage, notices, translation, interpretation and the giving of notice. S.Nu. 2009,c.11,s.16; S.Nu. 2020,c.15,s.142(41).

Consultation register

44.2. (1) The register established and maintained under section 39 of the *Official Languages Act* applies to consultations in relation to

- (a) section 44; and
- (b) other consultation or collaborative work required by this Act on the part of the Minister or Government of Nunavut.

Use of register

(2) The Minister must consult with every person or organization duly entered in the register for the purposes prescribed by the regulations made under the *Official Languages Act*. S.Nu. 2008,c.17,s.50(18); S.Nu. 2025,c.22,s.23.

Note

The following provisions have been deleted for the purposes of this consolidation: s.45 to 48 (Consequential Amendments) and s.48.1 (Conditional Amendment to ILPA)

COMMENCEMENT

Coming into force

49. (1) Sections 1, 2, 14, 15 and 20 to 23 and Parts 3 and 5 come into force on assent.

(2) Sections 3 to 5 come into force on a day or days to be fixed by order of the Commissioner.

(3) Sections 6 and 7 come into force four years after the day on which this Act receives assent.

(4) Section 8 comes into force

- (a) for Kindergarten to Grade 3 on July 1, 2009; and
- (b) for all other primary and secondary grades on July 1, 2019.

(4.1) Section 9 comes into force on the earlier of

- (a) a day to be fixed by order of the Commissioner in Executive Council; and
- (b) the day section 66 of the *Early Learning and Child Care Act* comes into force.

(5) Section 10 comes into force on a day to be fixed by order of the Commissioner in Executive Council.

(6) Sections 11 to 13 come into force three years after the day on which this Act receives assent.

(6.1) Sections 16 to 19 come into force one year after the day on which this Act receives assent, or on a day or days to be fixed by order of the Commissioner, whichever is earlier.

(7) Part 4 comes into force on July 1, 2009, or on a day or days to be fixed by order of the Commissioner, whichever is earlier. S.Nu. 2025,c.12,s.62(3).

Note

The following provision has been deleted for the purposes of this consolidation: s.50 (Amendment to ILPA)