



RIGHTS AND RESPONSIBILITIES

RESOURCES FOR EMPLOYERS

INTRODUCTION

Employers in Saskatchewan have important rights that allow them to manage their workplaces effectively – and equally important responsibilities to make sure those workplaces are fair, safe, and free from discrimination.

This information sheet explains what employers are allowed to do under The Saskatchewan Human Rights Code, 2018 and what they are required to do to prevent discrimination, provide accommodation, and create inclusive workplaces. Understanding these rights and responsibilities helps employers meet their legal obligations and build positive, respectful environments where everyone can contribute and succeed

Please note that this document provides general information only. This is NOT legal advice. We hope you find it useful but encourage you to seek legal advice where applicable.

NEED HELP? CONTACT US

Email:
contact@saskhrc.ca

Website:
www.saskhrc.ca

Phone:
(306) 933-5005

Toll Free:
1-800-667-9249

Fax:
(306) 933-7863

EMPLOYER RIGHTS

Employers in Saskatchewan have the right to manage their businesses, including setting employment terms and conditions, but must do so in a way that respects the rights of employees and complies with The Saskatchewan Human Rights Code.

Hiring and firing

Employers have the right to hire and fire employees, provided they do so in a non-discriminatory manner and adhere to employment standards.

Setting job requirements

Employers can set job requirements, including qualifications and skills, as long as they are necessary for the job and do not discriminate against protected groups. This includes the right to protect the health and safety of others and to have bona fide occupational requirements (BFOR) for their employees.

Implementing policies

Employers may create and enforce workplace policies, including those related to attendance, performance, safety, and conduct. Policies must comply with The Saskatchewan Human Rights Code, be applied consistently, and not discriminate on the basis of protected grounds.

Requesting relevant information

Employers may request reasonable and relevant information when it is necessary for a legitimate workplace purpose, such as assessing accommodation needs. Requests should be limited to information required to understand functional limitations or safety considerations and must respect employee privacy. Employers are not entitled to unnecessary personal or medical details and must handle all information confidentially.

EMPLOYER RESPONSIBILITIES

Discrimination-free policies and practices

You are responsible to make sure policies and practices—the way things are done in your workplace—are free from discrimination. Workers should not experience harm connected to a part of their identity protected by the Code because of rules you make in the workplace, unless changing those rules would cause you undue hardship.

Addressing discrimination

You are responsible for taking steps to stop discrimination that happens within your workplace. You are responsible for the conduct of your employees when they are working. Steps to stop discrimination may include:

- Having an anti-discrimination policy
- Providing training for managers and workers about human rights in the workplace
- Providing reasonable accommodation

- Having a way for workers to report discrimination in the workplace
- Responding to reports of discrimination
- Taking steps to stop discrimination

Duty to Accommodate

You are responsible to accommodate workers and people applying for jobs. An accommodation makes sure you address any barriers in the workplace based on a part of their identity protected by the Code.

A worker may tell you they need an accommodation. On the other hand, if you have reason to believe a worker needs accommodation or if the worker identifies a barrier, such as a disability, you have a duty to inquire. You can be careful not to make assumptions or ask personal questions. Instead you can share what you are observing, ask about barriers the worker is experiencing and make sure the worker knows about accommodations.

What happens if I don't meet my responsibilities?

Meeting your responsibilities under the Code helps you to build a positive and respectful workplace for all your workers. Workplaces that are free from discrimination are often more productive and successful and they help to build a strong and inclusive province.

If you don't meet your responsibilities as an employer under the Code, you may be causing harm to workers and you may be breaking the law.

A worker (or group of workers) may make a complaint against you. The Saskatchewan Human Rights Commission receives complaints from job applicants and workers who say they have experienced discrimination regarding their employment. If your workplace is unionized, the union may file a grievance on behalf of the worker who says they have experienced discrimination.

Complaints usually name the employer, but may also name another person who is responsible for the discrimination, such as:

- A person making a hiring decision
- A person who influences a discriminatory decision
- Another worker who harasses a co-worker
- The workplace union if the union
- Helps make a work rule that discriminates
- Blocks an employer's efforts to accommodate a worker



REQUEST A PRESENTATION

The Saskatchewan Human Rights Commission provides customized presentations and training sessions to help organizations deepen their understanding of human rights. Our sessions offer practical guidance on rights and responsibilities, best practices for respectful workplaces, and strategies to prevent discrimination. We work with organizations of all sizes to support the development of healthy, inclusive, and legally compliant work environments.

To request a presentation, click **HERE** and complete the form. Or visit: <https://saskhrc.ca/wp-content/uploads/2026/03/Presentation-Request.pdf>

BUSINESS HELP CENTRE

The Commission's Business Help Centre is here to support you with clear, practical advice on human rights in the workplace.

To visit our Business Help Centre, click **HERE** or go to: <https://saskhrc.ca/for-employers/business-help-centre/>