# Critical GC-Specific Legal and Policy Requirements

**Accessibility**
https://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=23601
Eg: External web presence must meet specific accessibility standards

**Employment Equity & Duty to Accommodate**
https://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=12543
https://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=12541
Eg: requires the ability to add, change or delete various data elements

**Official Languages**
https://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=26160
Eg: requires GC to make information available in equal quality in both official languages at all times

**Privacy**
https://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=12510
Eg: requirement to segregate data to meet policy restrictions
Requirement to inform employees of privacy disclaimer

**Security**
https://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=16578
Eg: Acknowledgement of Terms & Conditions of use of electronic networks

**Collective Agreement Requirements & Terms and Conditions of Employment**
https://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=15771
https://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=12084
Eg: bilingualism bonus, tracking of seniority for determination of pension service, awards, and leave entitlements, advancing leave for a year before it has been earned

**Health and Safety / Disability Management**
https://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=12560
Eg: specific legislate reporting

**Executive Policy**
https://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=12572