

Canadian Small Business Compliance Checklist (Employee Policies)

This checklist summarizes **mandatory policies** required for small businesses across Canada. Use it as a one-page quick reference. Requirements vary by province/territory.

Jurisdiction	Mandatory Policies
Federal (Canada Labour Code)	• Health & Safety Policy • Workplace Harassment & Violence Prevention Policy
Alberta	• OHS Policy (20+ workers) • Harassment & Violence Policy (all employers) • Privacy Policy (PIPA)
British Columbia	• OHS Program (20+ workers) • Bullying & Harassment Policy (all employers) • Privacy Policy (PIPA)
Saskatchewan	• OHS Policy (10+ high hazard or 50+ workers) • Harassment Policy (all employers)
Manitoba	• Safety & Health Program (20+ workers) • Harassment Policy (all) • Violence Policy (if risk identified)
Ontario	• Health & Safety Policy (6+ workers) • Workplace Violence Policy (all) • Workplace Harassment Policy (all) • Accessibility Policy (50+ workers)
Quebec	• Psychological Harassment Policy (all) • Privacy Policy (Law 25) • OHS Program (sector-specific)
New Brunswick	• Harassment Policy (all) • Safety & Health Program (20+ workers)
Nova Scotia	• Violence Prevention Plan (all) • Harassment Policy (all) • OHS Policy (5+ workers)
PEI	• OHS Policy (5+ workers) • Harassment Policy (all) • Violence Prevention Policy (if risks identified)
Newfoundland & Labrador	• OHS Policy (5+ workers) • Harassment & Violence Policy (all)
Yukon / NWT / Nunavut	• OHS Policy (threshold varies, usually 20+) • Harassment & Violence Policy (all)

Note: This checklist is for reference only. Always confirm with your province's Employment Standards and OHS authorities for the latest requirements.