

**Department of Families**

Compliance Secretariat  
The Accessibility for Manitobans Act  
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**Ministère des Familles**

Secrétariat chargé de l'observation des dispositions  
Loi sur l'accessibilité pour les Manitobains  
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November 5, 2021

Hello:

In 2019, the Legislative Assembly of Manitoba passed the [Accessible Employment Standard Regulation](#). The purpose of this regulation is to make accessibility a regular practice when recruiting, hiring and supporting employees who experience barriers in the workplace. The Accessible Employment Standard Regulation builds on existing requirements of The Manitoba Human Rights Code and applies to paid employees who are:

- Full time
- Part time
- Apprentices, and
- Seasonal

**By May 1, 2022 (in six months), all employers in Manitoba with one or more employees will be required to comply with this regulation.**

To help employers prepare to comply, the Manitoba Accessibility Office (Government of Manitoba) has developed several tools and resources, which are listed below. These include sample memos and templates that can be adapted for use in your organization.

- [Introduction to Manitoba's Accessibility Standard for Employment \(PDF\)](#)
- [Checklist for Business and Non-Profit Organizations \(PDF\)](#)
- [Accessibility Standard for Employment, Employers' Handbook \(PDF\)](#)
- [Sample Accessible Employment Policy \(PDF\)](#)
- [Workplace Emergency Response Information: Toolkit \(PDF\)](#)
- [Frequently Asked Questions - Accessible Employment Standard \(PDF\)](#)
- [Barriers and Solutions in the Workplace \(PDF\)](#)

To meet the training requirement in this standard, please visit [The Accessibility for Manitobans Act Learning Portal \(amalearningmb.ca\)](http://The Accessibility for Manitobans Act Learning Portal (amalearningmb.ca)) and have employees complete the one-hour training module. Once finished, “Certificates of Completion” can be saved or printed to demonstrate compliance. The accessible employment online learning module will be available in French at the end of November.

For more information regarding The Accessibility for Manitobans Act and its regulations, please visit: [AccessibilityMB](http://AccessibilityMB).

Thank you for your attention and efforts to achieve accessible employment in Manitoba. If you have any questions regarding the Accessible Employment Standard Regulation and its requirements, please call (204) 792-0263 or email [accessibilitycompliance@gov.mb.ca](mailto:accessibilitycompliance@gov.mb.ca).

Sincerely,

A handwritten signature in black ink, appearing to read 'K. Gerrard', written in a cursive style.

Kathryn Gerrard  
Deputy Minister of the Department of Families, and  
Director under The Accessibility for Manitobans Act

c. Lucia Madariaga-Vignudo, Assistant Director  
Accessibility Compliance Secretariat

This communication is available in alternate formats, upon request. To request an alternate format, please email [accessibilitycompliance@gov.mb.ca](mailto:accessibilitycompliance@gov.mb.ca) or call (204) 792-0263.