

**Department of Families**

Compliance Secretariat
The Accessibility for Manitobans Act
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Ministère des Familles

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

February 11, 2022

Dear Manitoba-based employer:

According to Statistics Canada, almost one in four Manitobans over the age of 15 (or approximately 234,000 people) have a disability. While Manitobans with disabilities are already an important part of our provincial workforce, they also represent a skilled segment of unemployed individuals looking for work. Accessible employment levels the playing field, improves productivity, and makes workplaces healthier and safer for everyone – often, at little or no cost.

In 2019, the Legislative Assembly of Manitoba passed the [Accessible Employment Standard Regulation](#). Its purpose is to make accessibility a regular practice when recruiting, hiring and supporting employees who experience barriers in the workplace. The 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, all employers in Manitoba with one or more employee(s) will be required to comply with this regulation.

To help your organization comply, the Government of Manitoba has developed practical tools and resources with sample memos and templates that can be adapted to suit your

organization's needs. Please visit Accessibility.MB.ca for more information, including access to free online training related to accessible employment.

The Manitoba government is committed to working with businesses, municipalities and community organizations to ensure all Manitobans have the opportunity to access goods and services, employment opportunities and activities of daily living. Please consider subscribing to [Accessibility News](#) to be informed about new regulations and free tools. This spring, the Manitoba Accessibility Fund will also provide grants for project-based accessibility initiatives. Accessibility News subscribers will be among the first to learn when the application process is announced.

Thank you, in advance, for your attention and efforts to achieve accessible employment in Manitoba. If you have questions regarding The Accessible Employment Standard Regulation and its requirements, please call (204) 792-0263 or email 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
Director under The Accessibility for Manitobans Act