UNIVERSITY OF MANITOBA
POLICY

<table>
<thead>
<tr>
<th>Policy:</th>
<th>THE UNIVERSITY OF MANITOBA ACCESSIBILITY POLICY</th>
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<tbody>
<tr>
<td>Effective Date:</td>
<td>37T</td>
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<td>Revised Date:</td>
<td>37T</td>
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<td>Review Date:</td>
<td>37T</td>
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<tr>
<td>Approving Body:</td>
<td>Board of Governors</td>
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<tr>
<td>Authority:</td>
<td>The University of Manitoba Act Section #16(1)</td>
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<tr>
<td>Responsible Executive Officer:</td>
<td>Vice-President (Administration), and Vice-President (Academic) &amp; Provost</td>
</tr>
<tr>
<td>Delegate:</td>
<td></td>
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<tr>
<td>Contact:</td>
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<td>Application:</td>
<td>All Employees and Students</td>
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**Part I**  
Reason for Policy

1.1 The purpose of this Policy is to ensure that all members of the University community, including those with disabilities, are provided with an accessible learning and working environment.

**Part II**  
Policy Content

**Disability**

2.1 For the purpose of this Policy and related procedures an employee or student with a disability is a person who experiences a mental, cognitive, physical or sensory impairment for which they may require accommodation.

**General**

2.3 The University recognizes it is subject to The Human Rights Code (Manitoba) and as such has a duty to provide reasonable accommodation to employees and students with documented disabilities in its efforts to provide an accessible learning and working environment.
2.4 The concept of reasonable accommodation requires a partnership between the individual requiring the accommodation and the University. All concerned should be responsible for respecting the dignity and confidentiality of the individual who requests the accommodation.

2.5 The University shall endeavor to maintain an accessible work and learning environment at all its campuses through the provision of accommodation supports and services to employees and students with disabilities.

2.6 The University will use reasonable efforts to offer reasonable accommodation in the working and learning environments.

2.7 The University will use reasonable efforts to ensure that employment opportunities and programs of study are accessible to potential employees and students with disabilities.

Confidentiality

2.8 All communication regarding the accommodation of an employee’s or student’s disability shall be confidential and in accordance with the University’s policy and procedures related to the *Personal Health Information Act* (Manitoba).

Part III
Accountability

3.1 The Office of Legal Counsel is responsible for advising the President that a formal review of this Policy is required.

3.2 The Associate Vice President Human Resources and Vice Provost for Students is responsible for the implementation, administration and review of this Policy.

3.3 All members of the University community are responsible for complying with this Policy.

Part IV
Authority to Approve Procedures

4.1 The Board, the Senate and the Administration may approve procedures which give effect to this Policy, in accordance with their respective jurisdiction.

Part V
Review

5.1 Governing Document reviews shall be conducted every ten (10) years by the Responsible Executive Officer. The next scheduled review date for this Policy is 37T

5.2 In the interim, this Policy may be revised or repealed if:

(a) the Approving Body deems it necessary or desirable to do so;

(b) the Policy is no longer legislatively or statutorily compliant; and/or
(c) the Policy is now in conflict with another Governing Document.

Part VI
Effect on Previous Statements

6.1 This Policy is a new policy

Part VII
Cross References

7.1 This Policy should be cross referenced to the following relevant Governing Documents, legislation and/or forms: