

UNIVERSITY OF MANITOBA POLICY

Policy:	ACCESSIBILITY
Effective Date:	January 1, 2015
Revised Date:	September 1, 2017
Review Date:	January 1, 2025
Approving Body:	Board of Governors
Authority:	<i>The University of Manitoba Act, Section 16(1)</i>
Responsible Executive Officer:	Vice-President (Administration) and Provost and Vice-President (Academic)
Delegate:	
Contact:	Associate Vice-President (Human Resources) and Vice-Provost (Students)
Application:	All Employees and Students

Part I Reason for Policy

- 1.1 The University of Manitoba promotes diversity, inclusion, and accessibility in our programs, employment opportunities, and in the conduct of the University's affairs. We believe in the inherent dignity of all people. We are committed to identifying and removing the barriers that prevent full and meaningful participation in all aspects of campus life. The University will comply with all applicable federal, provincial, and municipal legislation with respect to accessibility and will implement the standards specified under *The Accessibility for Manitobans Act* ("AMA").
- 1.2 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

- 2.2 The University recognizes it is subject to *The Human Rights Code* (Manitoba) and the AMA, 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.
- 2.3 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.
- 2.4 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.
- 2.5 The University will use reasonable efforts to offer reasonable accommodation in the working and learning environments. The University will also seek to identify, remove and prevent barriers to accessibility at the University.
- 2.6 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

- 2.7 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 (Students) are 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 January 1, 2025.
- 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:
- (a) [Student Accessibility Procedure](#);
 - (b) [Student Accessibility Appeal Procedure](#);
 - (c) [Respectful Work and Learning Environment Policy](#);
 - (d) [RWLE and Sexual Assault Procedure](#);
 - (e) [The Accessibility for Manitobans Act](#);

- (f) *The Human Rights Code*; and
- (g) *The Personal Health Information Act.*