

Frequently Asked Questions

The Accessibility for Manitobans Act (AMA)

1. Why do we need accessibility legislation?

Improving accessibility is the right thing to do. It is also the smart thing to do. Nearly every Manitoban has a disability, knows someone with a disability or will have a disability in the coming years. According to Statistics Canada, almost one in three Manitobans has a disability. This number will grow as our population ages.

2. What are accessibility barriers?

An accessibility barrier is anything that limits or prevents a person from receiving information, services and goods, or accessing a space, or participating in an activity. Barriers prevent individuals from doing many of the things other people take for granted. Barriers exist all around us and impact the lives of many individuals daily.

Barriers can be:

- Structural
- Information and Communication
- New Technology
- Policies and Common Practices
- Attitudes **Often the Biggest Barrier*

3. What are accessibility standards and when do they become law?

Accessibility standards set regulations and identify when specific and achievable goals must be met. They are often referred to as the building blocks of The Accessibility for Manitobans Act. The standards address barriers through five key areas of daily living.

1. [Customer Service](#) (enacted November 2015)
2. [Employment](#) (enacted May 1, 2019)
3. [Information and Communication](#) (enacted May 1, 2022)
4. [Transportation](#) (enacted January 1, 2024)
5. [Outdoor Public Spaces](#) (in development)

4. Which businesses and organizations are affected by the legislation?

All Manitoba organizations and businesses must meet the requirements of The Accessibility for Manitobans Act as each standard is enacted and becomes law.

5. What are Accessibility Plans and who must have one in place?

Designated public sector organizations are required to prepare an Accessibility Plan that addresses systemic barriers in policies, practices and procedures. Plans must be made available to members of the public upon request.

Public sector organizations include the Manitoba government, municipalities, colleges and universities, crown corporations, regional health authorities and government agencies, boards and commissions.

6. What is the content of an accessibility plan?

An accessibility plan must include:

- A report detailing the actions the public sector organization has implemented to identify, prevent, and eliminate barriers that hinder people with disabilities.
- A plan and timeline to identify, eliminate, and prevent barriers that impede individuals with disabilities.
- a review process of policies, proposed policies, programs, practices and services and any proposed legislation or by-laws to be administered by the public sector organization.

In preparing an accessibility plan, a public sector body must consult with persons disabled by barriers or representatives from organizations of persons disabled by barriers. Accessibility Plans must also be updated every two years.

Two or more smaller municipalities can also share an Accessibility Plan according to the act.

More information about Accessibility Plans can be found on [AccessibilityMB.ca](https://www.accessibilitymb.ca).

7. How do accessibility standards affect the Building Code?

Existing legislation that already addresses accessibility will not be contradicted or duplicated. As such, the [Manitoba Building Code](#) and the [National Building Code](#) will continue to govern the construction of all new structures and major retrofits to existing buildings. The Manitoba Building Code does not apply retroactively. This means that structures are required to comply with the regulations of the code at the time of its construction or major renovation.

8. How does The Accessibility for Manitobans Act affect The Human Rights Code (Manitoba)?

[The Accessibility for Manitobans Act](#) is a proactive law which builds on the principals of The Human Rights Code (Manitoba). The rights and responsibilities covered by [The Human Rights Code](#) override any other law, unless that law specifically says otherwise.

If you have any questions or require this information in an alternate format, please contact:

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This resource is not legal advice. It does not replace the content of The Accessibility for Manitobans Act. If there is any conflict between this training resource and the regulation or the act, the latter two shall prevail.

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