

# Discussing Accessibility in the Workplace

Workplaces across Manitoba are becoming more accessible for employees with disabilities. Accessibility levels the playing field, improves productivity, and makes workplaces healthier and safer for everyone.

## One in four Manitobans have a disability

People with disabilities are a significant part of Manitoba's workforce. A person's disability can be permanent or temporary, visible or invisible. Manitoba has an aging workforce and the likelihood of disability increases with age.

## It's good to talk about workplace accommodations

Employees should notify their employer if they need a workplace accommodation. Sometimes an employer may offer to discuss options for accommodations. Many accommodations are low or no cost, but can still make a world of difference.

## Accommodation is a shared responsibility

When employers and employees work together, they are most likely to find the right workplace accommodations.

## Employers have a legal duty to accommodate employees with disabilities

Manitoba's Human Rights Code requires employers to provide disability-related workplace accommodations. Sometimes safety risks or other evidence of undue hardship affects available options.

## Manitoba's accessibility law requires policies on workplace accommodations

By 2022, the Accessibility Standard for Employment will require all employers to have policies in place to support employees with disabilities who need workplace accommodations and to notify all employees about these policies.

## Your information is confidential

Treating employees with dignity and respect means maintaining privacy about personal employee information and the reasons for accessibility accommodations.

For more information:

- on accessibility requirements, please visit [AccessibilityMB.ca](https://www.accessibilitymb.ca)
- about your rights and responsibilities, please visit [ManitobaHumanRights.ca](https://www.manitobahumanrights.ca)

This document is available in an alternate format, upon request.