

POLICIES, GUIDELINES AND PROCEDURES

SUBJECT	N.E.P.N. CODE
COMMITMENT TO ACCESSIBILITY	ACE

I. POLICY

The Louis Riel School Division holds inclusion as a fundamental belief and upholds its responsibilities under [The Canadian Charter of Rights and Freedom](#) and [The Accessibility for Manitobans Act](#) (AMA). The Division strives to ensure that its learning environments and workplaces actively promote, support and value human rights and fair access to opportunities. ([Policy ACH: Diversity, Equity & Inclusion](#)).

The Division is committed to:

- ensuring equal access and participation;
- treating people in ways that allow them to maintain their dignity and independence; and
- meeting the needs of people who face accessibility barriers in a timely manner.

The Division recognizes the role of proactive education to support inclusion of all individuals into the community and the appreciation for human differences.

The Division believes it is essential, that Louis Riel School Division programs, curricula, instructional strategies, and management practices ([Policy GBA: Employment Practices: Diversity, Equity and Inclusion](#)) support the values embodied in this policy.

Accordingly, the Division articulates its expectation that all staff, students and other members of the school community adhere to the current policy, its **GUIDELINES** and **PROCEDURES**, as applicable to specific components of our collective work.

II. GUIDELINES

A. The Division shall make reasonable efforts to ensure that its policies and administrative protocols respect and promote the principles of independence, dignity, inclusion, and equity of opportunity.

B. The Division shall make reasonable efforts to provide goods, services and facilities that are accessible to all students, parents/guardians, the public, and staff, in compliance with the [Accessibility for Manitobans Act](#) including but not limited to the following [Accessibility Standards](#):

- Customer Service Standard Regulation
 - see [Customer Service Standard Administrative Protocol](#)
 - see [Use of Assistive Devices by the General Public Administrative Protocol](#)

Adopted:	April 16, 2019	Legal References: The Human Rights Code of Manitoba ; Accessibility for Manitobans Act & Regulations
Revised:	January 13, 2026	

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- see [Use of Support Persons by the General Public Administrative Protocol](#)
- see [Use of Service Animals by the General Public Administrative Protocol](#)
- Employment Standard Regulation
 - see [Employment Accessibility Practices Administrative Protocol](#)
- Information and Communication Standard Regulation
- Transportation Standard Regulation
- Design of Public Spaces Standard Regulation

III. PROCEDURES

- A. The Division shall ensure an Accessibility Plan, addressing systemic barriers in policies, practices, and procedures is published and made available on its public website and in alternate formats, as requested. The Accessibility Plan will include:
 1. A report detailing the actions the organization has implemented to identify, prevent, and eliminate barriers that hinder individuals with disabilities.
 2. A plan and timeline to identify, eliminate, and prevent barriers that impede individuals with disabilities.
 3. A review process of policies, proposed policies, programs, practices and services and any proposed legislation or by-laws to be administered by the organization.
 4. Consultations with individuals disabled by barriers and/or representatives from organizations of individuals disabled by barriers.
- B. The Division’s Accessibility Plan will be updated every two years.
- C. The Division shall provide appropriate training for all staff as directed the Manitoba Accessibility Office to ensure greater awareness and responsiveness to the needs of individuals with disabilities, visible or invisible.

REFERENCES

- [The Accessible Canada Act](#)
- [The Accessibility for Manitobans Act \(AMA\)](#)
- [The Manitoba Accessibility Office](#)
- [The Canadian Charter of Rights and Freedoms](#)
- [The Manitoba Human Rights Commission-Fact Sheet](#)
- [LRSD Policy ACH – Diversity, Equity & Inclusion](#)

PREVIOUSLY REVISED

- May 19, 2020
- June 3, 2025

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