

RURAL MUNICIPALITY OF STANLEY

ACCESSIBILITY PLAN –

JANUARY 1, 2026 – DECEMBER 31, 2027



Statement of Commitment

The RM of Stanley is committed to ensuring equal access and participation for people, regardless of their disabilities. We are committed to treating all people in a way that allows them to maintain their dignity and independence.

We believe in inclusion. We are committed to meeting the needs of people who face disability barriers in a timely manner. We will do so by identifying, removing and preventing these barriers and by meeting requirements of *The Accessibility for Manitobans Act*.

Legislation

The Accessibility for Manitobans Act (AMA), enacted on December 5, 2013, establishes a proactive approach to identifying, preventing, and removing barriers that limit accessibility. This legislation requires the development of accessibility standards designed to improve inclusion in five key areas of daily living:

1. **Customer Service**
2. **Information and Communication**
3. **Transportation**
4. **Employment**
5. **Built Environment**

Each standard will be implemented through regulation and will apply to public spaces where Manitobans live, work, learn, and participate in community life. Public sector organizations, including the RM of Stanley, are required to prepare an Accessibility Plan that addresses barriers within policies, practices, and procedures. The objective is to ensure that all residents, regardless of ability, have equitable access to programs and services.



Rural Municipality of Stanley

Policy A18-22

Accessibility

Department:	Administration
Repeals Policy #:	A18-17
Last Updated:	Aug 10 2017, 2017 228
Adopted by Resolution #:	2022 134

This policy supersedes any prior policy dealing with the same matters.

Policy Statement:

To ensure that all people, including those with disabilities, are provided reasonable accommodation for equal access and opportunities within the Municipality.

Definitions:

"Accessibility" - means providing people of all abilities opportunities to participate fully in everyday life. Accessibility refers to the ability to access and benefit from a system, service, product or environment.

"Accommodation" - an attempt or arrangements made to remove barriers for the equal participation of all people. It is an attempt to address inequality towards any persons with a disability without resulting in undue hardship on the municipality. The goal is to provide an equitable approach that permits access and opportunities.

Procedures:

The Municipality recognizes it is subject to *The Human Rights Code* (Manitoba) and as such has a duty to provide reasonable accommodation short of undue hardship to employees and citizens with documented disabilities in its effort to provide an accessible environment. The municipality will use reasonable efforts to offer reasonable accommodation in all environments.

The concept of reasonable accommodation requires a partnership between the individual requiring the accommodation and the municipality. All concerned should be responsible for respecting the dignity and confidentiality* of the individual who requests the accommodation. The municipality will use reasonable efforts to ensure that employment opportunities and programs are accessible to potential employees and citizens with disabilities.

The municipality shall endeavor to provide barrier-free customer service through the provision of accommodation supports and services to employees and citizens with disabilities.

The municipality shall endeavor to implement measures, policies and practices respecting employment to reasonably accommodate employees and applicants who are or may be disabled by one or more barriers in the workplace.

Communication - The RM will strive to provide documentation in easy-to-read fonts and plain language.

Assistive Devices - The RM welcomes the use of assistive devices such as wheelchairs, canes and communication boards removing or reducing barriers.

Support Persons - We welcome support persons to enter and remain during all discussion/support. This includes accompanying people to help with communication, mobility, personal care or medical needs.

Service Animals - We welcome all service animals to enter any municipal public space where customers or guests are generally allowed. Service animals are protected under Human Rights legislation and provide assistance to people with disabilities to remove or reduce barriers.

Barrier-Free Access: Stanley will ensure current aspects of our organization's-built environment are intended to create access to goods and services and that they are available for their intended purposes. We will inform the public when there are temporary barriers to buildings, spaces or services.

Training - In policy and practice, employees will receive training on how to serve people disabled by barriers.

Feedback Process - We welcome any suggestions/complaints received to make the organization a more barrier free atmosphere. All suggestions and complaints will be reviewed by the Accessibility Co-ordinator in conjunction with Chief Administrative Officer.

*All communication regarding the accommodation of an employee's or citizen's disability shall be confidential in accordance to *The Freedom of Information and Protection of Privacy Act* (Manitoba).

All personal information, including personal health information, shall be kept confidential in accordance with *The Freedom of Information and Protection of Privacy Act* (Manitoba) and *The Personal Health Information Act* (Manitoba). The information will be shared with only those who need to know in order to obtain reasonable accommodation.

R.M. of Stanley Accessibility Plan Baseline Report

Overview

The municipality is pro-active in providing accessible facilities and services to those with disabilities and/or barriers. The municipality recognizes that on-going review and analysis of such, whether new or existing, is necessary for inclusion to all persons.

Accessibility Priorities & Achievements

The municipality has demonstrated a strong commitment to accessibility through several key initiatives and achievements. A formal municipal Accessibility Policy has been approved, and all municipal buildings are now accessible to the public. Park facilities have been upgraded to include accessible shelters and washroom facilities, while sidewalks have been designed without curbs to ensure ease of movement. Additionally, electronic crosswalks have been installed at various locations to enhance safety and accessibility.

Staff and Council members have received training to understand accessibility requirements and support the implementation of the Accessibility Plan. Meeting facilities are equipped with large screen projectors, and council chambers have improved audio and visual systems to accommodate diverse needs. Minutes of public meetings and hearings are made available online to ensure transparency and accessibility.

The municipality consults with individuals with disabilities to identify and address potential barriers. It is committed to promoting barrier-free hiring practices and providing individualized accommodation plans for employees with disabilities. These plans include workplace emergency response measures and assistance during emergencies. Furthermore, Council and staff with human resource or supervisory responsibilities receive training on accessible employment and customer service practices.

Finally, the municipal website is undergoing compatibility updates to comply with regulatory standards, following an agreement signed on June 4, 2024.

Accessibility Barriers

Accessibility barriers are obstacles that limit or prevent individuals from obtaining information, services, goods, or accessing spaces and activities. These barriers can restrict participation in facilities, transportation, employment, or education. Often, societal attitudes represent the most significant barriers.

Disabilities may be visible or invisible, permanent or intermittent, and are not always apparent. They can impact mobility, dexterity, vision, hearing, communication, comprehension, and mental health.

It is important to note that disabilities themselves are not the barriers—barriers arise when diverse accessibility needs are overlooked. These barriers can be both visible and invisible and include:

- **Attitudinal barriers**
- **Information and communication barriers**
- **Technological barriers**
- **Systemic barriers**
- **Physical and architectural barriers**

Within the RM of Stanley, some accessibility challenges that require attention include:

- The municipal website is currently undergoing compatibility updates to meet regulatory standards.
- There is a lack of braille signage and sign language interpretation services.
- Increased awareness and implementation of barrier-free hiring practices are needed to foster inclusivity.
- Limited internet access for certain residents may hinder their ability to utilize online resources.
- The playground structures at Stanley Park currently lack inclusive design features, limiting access for children and caregivers with disabilities. This includes the absence of wheelchair-friendly surfaces, adaptive play equipment, and sensory-friendly elements.
- Not all facility doors are automatic opening.

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Valerie Martens, Accessibility Officer

January 22, 2026

Date

R.M. of Stanley Accessibility Plan Action Plans

The action plans provide an analysis of initiatives and/or actions taken by the municipality to accommodate those with disabilities or barriers. All action items are on-going for continued improvement.

Action 1 – Establishment of Co-ordinator

The municipality has appointed an Accessibility Officer who works in conjunction with various departments to oversee the compliance with accessibility standards, ensure the effective implementation of the Accessibility Plan, and provide estimated timelines for the completion of expected outcomes.

The Accessibility Officer ensures that a review of the Plan is completed every 2 years to assess and address any barriers that can or need to be removed.

Action 2 – Provide Information in Accessible Formats

The municipality is committed to ensuring that information and services are available in accessible formats upon request. Staff will be trained and informed on the procedures for responding to such requests promptly and effectively.

Our municipal website is currently undergoing updates to enhance compatibility and meet regulatory accessibility standards.

To support inclusivity, the municipality provides multiple accessible payment options, including automatic withdrawal, online payments, mail, and e-transfer.

The website offers comprehensive information on various topics, such as public hearing notices, meeting minutes, and municipal by-laws.

Staff will be trained to manage requests for alternate formats and ensure these are promptly directed to the appropriate departments, while website updates will be communicated and implemented as they become available.

Action 3 – Staff Awareness & Training

The municipality is committed to promoting accessibility by ensuring that resources and information are available to staff as new legislation and related expectations emerge. All new employees receive training on Accessibility for Customer Service to foster an inclusive environment. Staff members strive to provide necessary supports whenever possible, and when such supports are not immediately available, efforts will be made to obtain them. Additionally, staff will work to identify and remove potential barriers whenever feasible.

Department managers play a key role in creating awareness of barrier-free hiring practices and will provide reasonable accommodations to employees and applicants who may experience disabilities or workplace barriers. To ensure safety, individualized emergency response information is provided to employees with disabilities.

The expected outcomes of these initiatives include a comprehensive understanding of accessibility among staff and council members, as well as active support for the implementation of the Accessibility Plan. Online training for the Customer Service Standard Regulation will be completed by both staff and council members. Furthermore, all individuals with human resource or supervisory responsibilities will receive accessible employment training to better support those affected by barriers in the workplace.

Action 4 – Municipal Facilities & Services

Staff will continually monitor municipal facilities to identify potential barriers and make recommendations for upgrades to ensure barrier-free access to all facilities and services.

The review will include, but is not limited to, the following areas:

- Parking spaces
- Washroom facilities
- Playground areas
- Shelters
- Campgrounds
- Signage

Staff will provide recommendations for improvements to ensure that all buildings and facilities are accessible to both employees and the public.

Action 5 – Monitor Progress

Staff continue to monitor the progress of initiatives aimed at improving accessibility across all facilities. While it is not feasible to implement every required change immediately, this remains an ongoing effort that takes budgetary considerations into account.

To support this commitment, the following actions are being undertaken:

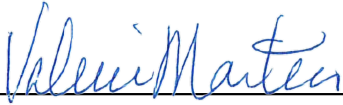
- Progress on challenges and accommodation requests with budgetary implications is tracked regularly.
- The current Accessibility Plan undergoes periodic reviews to ensure alignment with evolving standards.
- All Council members and staff with human resource or supervisory responsibilities receive accessible employment training.
- The RM of Stanley is preparing to comply with the requirements of the new Accessible Information and Communication Standard Regulation by May 1, 2025.

These measures ensure that management remains informed about compliance with the Accessibility for Manitobans Act (AMA) and incorporates accessibility considerations into future planning. Additionally, Council and staff receive the necessary training to meet regulatory requirements.

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Valerie Martens

Accessibility Officer/Co-ordinator

January 22, 2026

Date