

ACCESSIBILITY STANDARD FOR EMPLOYMENT

The Pembina Trails School Division is committed to ensuring we meet the requirements of the Accessibility Standard for Employment under *The Accessibility for Manitobans Act*. We aim to remove and prevent barriers in our workplace that affect current and potential future members of the Division’s workforce. If a barrier cannot be removed, we seek to provide reasonable accommodations to affected employees and members of the public. We will make every effort to ensure that all policies, practices, and procedures are consistent with the principles of independence, dignity, integration, and equal opportunity for people with disabilities.

- **Independence** – allowing people with disabilities to do things on their own without unnecessary help or interference from others.
- **Dignity** – service is provided in a way that allows a person with a disability to maintain self-respect and the respect of others.
- **Integration** – service is provided in a way that allows a person with a disability to benefit from the same services, in the same place, and in the same or similar way as other persons.
- **Equal Opportunity** – people with disabilities have an opportunity equal to that given to others to access our facilities and services.

The Accessibility Standard for Employment builds on existing requirements of Manitoba’s Human Rights Code, and ensures employers remove or provide reasonable accommodations during the three stages of the hiring process:

1. **Recruitment** – when advertising a position.
2. **Selection** – when inviting applicants to participate in the selection process.
3. **Offer of employment** – when offering employment to a successful candidate.

This policy applies to all employees in the Pembina Trails School Division.

Accomplish Anything

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