

IMPLICATIONS OF *THE ACCESSIBLE SASKATCHEWAN ACT*

May 3, 2024

LAND ACKNOWLEDGEMENT

MLT Aikins acknowledges that our offices are located on the territories of Indigenous peoples who have occupied these lands since time immemorial, including the First Nations of Treaty 1 (Winnipeg), Treaty 4 (Regina), Treaty 6 (Edmonton and Saskatoon), Treaty 7 (Calgary), the Coast Salish peoples (Vancouver), as well as other non-Treaty First Nations and Métis.

We recognize that we benefit from the lands. We are dedicated to ensuring that the spirit of reconciliation is honoured and respected.



Shane Buchanan

MEET OUR PRESENTER



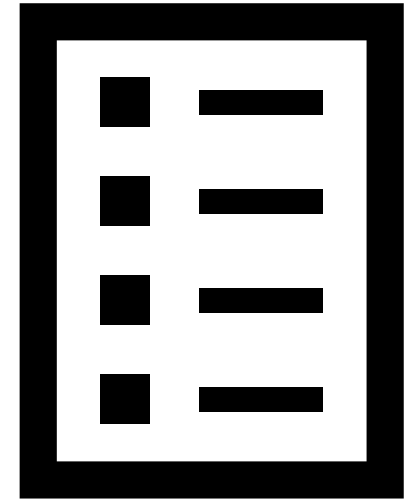
IMPLICATIONS OF *THE ACCESSIBLE SASKATCHEWAN ACT*



I. ACCESSIBILITY PLANS

WHAT IS AN ACCESSIBILITY PLAN?

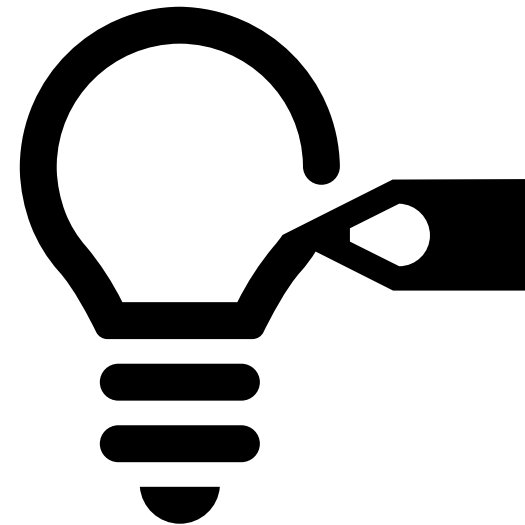
A workplace-specific plan on how barriers will be identified and removed.





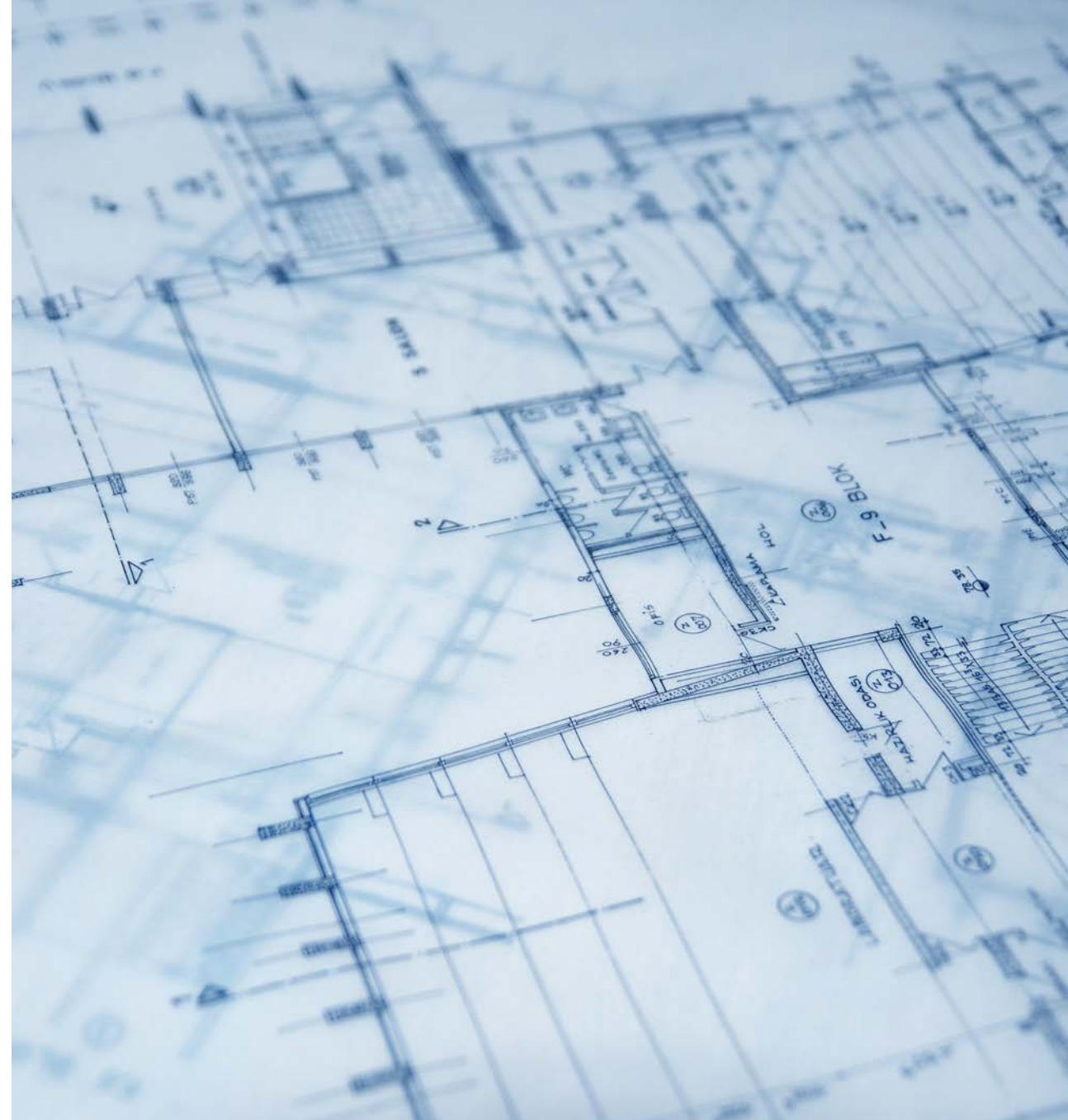
WHO MUST CREATE AN ACCESSIBILITY PLAN?

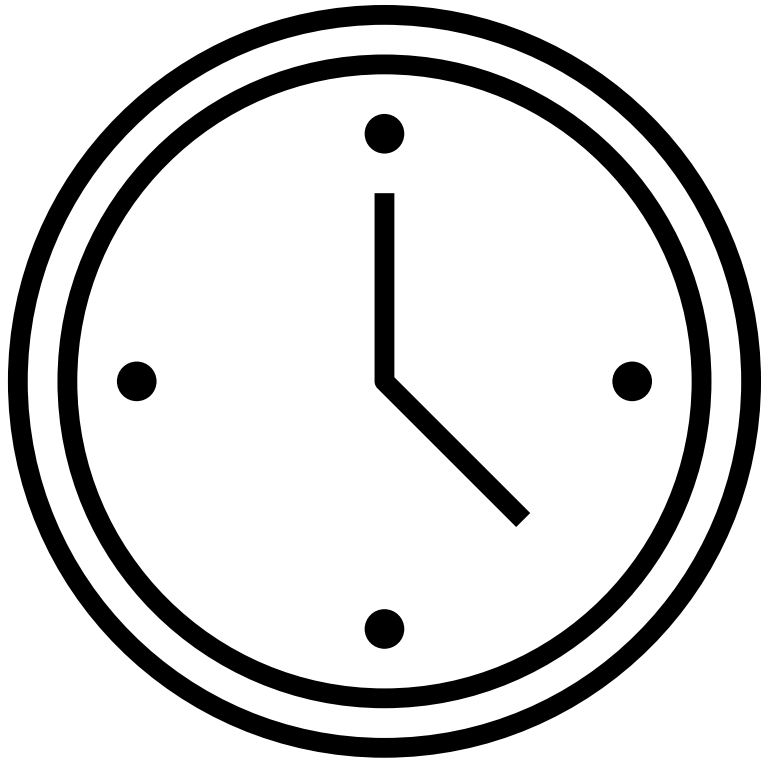
- The Government of Saskatchewan
- Prescribed Persons
- Public Sector Bodies, including:
 - Cities
 - The SK Police Commission
 - School Divisions
 - Post-Secondary Institutions



HOW ARE ACCESSIBILITY PLANS CREATED?

- In consultation with persons with disabilities
- With consideration given to the following principles:
 - Inclusion
 - Adaptability
 - Diversity
 - Collaboration
 - Self-determination
 - Universal design





WHEN ACCESSIBILITY PLANS MUST BE CREATED

- **Government of Saskatchewan** – no later than one year after Act comes into force (December 3, 2024)
- **Other entities** – No later than two years after Act comes into force (December 3, 2025)
- Review every three years



WHY CREATE AN ACCESSIBILITY PLAN?

- Increase and promote inclusion
- Diversify public spaces and the workforce
- Create and maintain accountability

OVERALL: PREDICTED EFFECTS OF THE ACCESSIBILITY PLAN

- Increased engagement with community of individuals with disabilities
- New legal considerations
- Increased action on accessibility
- Increased duties for HR professionals





II. ESTABLISHMENTS AND RESPONSIBILITIES



ESTABLISHMENTS AND RESPONSIBILITIES

- *Saskatchewan Accessibility Office* – supports the administration of the Act and the Regulations
- *Accessibility Advisory Committee* – advises the Minister with respect to the Act



III. ACCESSIBILITY STANDARDS

ACCESSIBILITY STANDARDS

- Regulations respecting the identification, removal, or prevention of barriers
- To be made in collaboration with Saskatchewan residents





IV. COMPLIANCE AND ENFORCEMENT



INSPECTIONS

The Director may appoint an Inspector to carry out the Director's responsibilities under the Act – i.e. to ensure compliance with and enforce the Act

An Inspector has broad powers under the Act:

- Enter any premises at any reasonable time for the purpose of determining whether there is compliance with the Act;

- Make any inquiry

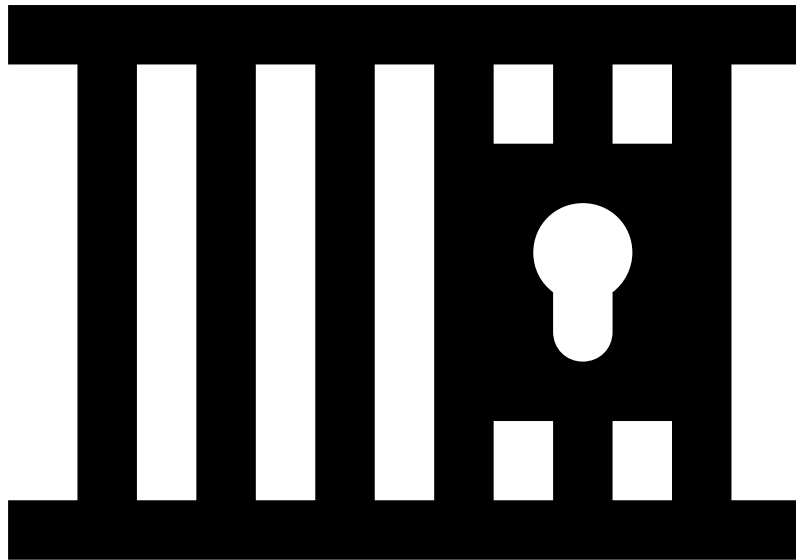
- Require record production

- Access digital records

OFFENCES

- Making a false statement
- Withholding relevant information
- Obstructing or hindering an Inspector
- Contravening any provision of the regulations





PENALTIES

- Summary conviction
- Fine of no more than \$250,000
- Administrative penalties

QUESTIONS?





THANK YOU

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