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Manitoba provincial legislation guide

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Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l'inclusion

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Introduction

This guide provides a brief overview of key employment, health and safety, privacy, and diversity, equity, inclusion and accessibility (DEIA) legislation in Manitoba. For each piece of legislation, we outline why it is important to employers and how it relates to DEIA, who and what it applies to, the latest date of amendment, the key requirements for employers (highlighting how the legislation specifically affects workplace practices), and the penalties for non-compliance. This guide is intended for general informational purposes only and does not constitute legal advice.

We encourage organizations to use this guide as a starting point for understanding their obligations under the law. However, this guide is not exhaustive and there are details, exceptions, and nuances in the legislation that require further reading or consultation to fully understand and apply. Additionally, while the information and links provided are accurate at the time of publication, this guide is not updated with every legislative change. Users should review the relevant legislation to confirm current requirements.

While compliance with the law is the baseline, we also recommend that organizations go beyond compliance where possible, proactively building workplaces that prioritize safety, inclusion, and equity in policies, practices, and culture.

Note that this resource covers legislation specific to one province or territory. A Canadian federal legislation guide is also available.

Accessibility for Manitobans Act

Why this legislation matters

The Accessibility for Manitobans Act (AMA) establishes legal requirements to identify, prevent, and remove barriers for people with disabilities. By setting shared standards and requiring organizations to plan for accessibility, the Act helps ensure that people with disabilities can participate fully in employment and access services without discrimination.

Applies to

- Organizations operating in Manitoba, including public, private, and non-profit sectors.

Latest amendment

- 2022-02-26

Requirements for employers

- Employers must comply with the Accessible Employment Standard Regulation under the AMA. Responsibilities include:
 - Provide reasonable workplace accommodations across the employee lifecycle.
 - Ensure accessible recruitment and employment information.
 - Develop and implement individualized accommodation plans.
 - Prepare accessible workplace emergency response plans.
 - Train managers and human resources staff on accessible employment practices.

Penalties for non-compliance

- Organizations that do not comply may be subject to compliance orders requiring them to fix accessibility issues within a set timeframe.
- If an organization fails to comply with an order, the province can impose administrative monetary penalties.
- Continued or serious non-compliance can result in fines of up to \$250,000.
- Directors or officers who permit non-compliance may also be held personally liable.

Further reading

- [The Accessibility for Manitobans Act](#)
- [Accessible Employment Standard Regulation](#)
- [The Accessibility for Manitobans Act](#), Manitoba Accessibility Office
- [Accessible Employment Standard Regulation](#), Manitoba Accessibility Office

Employment Standards Code

Why this legislation matters

The Employment Standards Code sets minimum workplace rights and protections for nearly all employees in Manitoba.

Applies to

- Most employees and employers in Manitoba, including full-time, part-time, temporary, and casual workers.
- Some roles and industries are exempt or have special rules (for example, certain professionals or federally regulated workers).

Latest amendment

- 2024-11-07

Requirements for employers

- The Code sets out the minimum standards for things like:
 - Minimum wages
 - Hours of work, rest periods, and overtime
 - Vacation, general holidays, and job-protected leaves of absence
 - Termination notice and pay
- Employers cannot penalize employees for exercising their rights under the Code.

Penalties for non-compliance

- Enforcement usually starts with education and correction, and Employment Standards can order employers to pay owed wages and correct violations.
- Employers may face administrative penalties for failing to comply (\$500 per employee per offence, to a maximum of \$10,000), especially for repeated or serious violations.
- Ongoing or willful non-compliance can lead to court charges, larger fines, and additional legal consequences.

Further reading

- [The Employment Standards Code](#)
- [Employment Standards](#), Government of Manitoba
- [A Quick Guide to Employment Standards](#), Government of Manitoba

Freedom of Information and Protection of Privacy Act

Why this legislation matters

The Freedom of Information and Protection of Privacy Act (FIPPA) shapes how public bodies treat people's personal information and access to information in ways that directly affect trust and equity. FIPPA supports equitable treatment, informed participation, and protection of sensitive personal information.

Applies to

- Manitoba public bodies, including provincial government departments, agencies, health authorities, school divisions, universities, and other publicly funded or governed bodies.

Latest amendment

- 2025-11-01

Requirements for employers

- Collect, use, and disclose personal information only as authorized by the Act, and only for purposes that are reasonable and necessary.
- Put safeguards in place to prevent unauthorized access, use, or disclosure.
- Respond to access requests within legislated timelines, help applicants understand how to make requests, and provide access to records unless a specific exception applies.
- Ensure staff are aware of and comply with FIPPA.

Penalties for non-compliance

- Public bodies can face orders from the Ombudsman and fines of up to \$50,000 for willfully mishandling personal information or obstructing an investigation.

Further reading

- [The Freedom of Information and Protection of Privacy Act](#)
- [Freedom of Information and Protection of Privacy Act](#), Government of Manitoba

Manitoba Human Rights Code

Why this legislation matters

The Human Rights Code provides protection from discrimination in key areas of daily life. Specifically, the Code prohibits discrimination based on protected grounds in several areas of employment.

Applies to

- Applies to all people and organizations operating in Manitoba, including:
 - Employers, service providers, landlords, unions, professional associations.
 - Government bodies.
 - Both the private and public sectors.

Latest amendment

- 2025-06-03

Requirements for employers

- Implement and maintain non-discriminatory policies.
- Provide reasonable accommodations for needs related to disability, religion, or other protected grounds, to the point of undue hardship.
- Maintain a harassment-free workplace, including sexual harassment.

Penalties for non-compliance

- Penalties focus on correcting discrimination and preventing future occurrences.
- If discrimination or harassment is found, an adjudicator can order remedies, including compensation for lost wages or payment of damages.
- Employers may be ordered to stop discriminatory practices and implement new policies or training.
- Adjudicator orders are enforceable through the courts and can lead to additional legal and financial consequences.

Further reading

- [The Human Rights Code](#)
- [Resources](#), The Manitoba Human Rights Commission

Manitoba Pay Equity Act

Why this legislation matters

The Pay Equity Act helps address systemic gender-based pay discrimination by requiring employers to ensure jobs predominantly held by women are paid equally to comparable jobs predominantly held by men.

Applies to

- Public sector employers in Manitoba, including provincial government departments, Crown corporations, regional health authorities, school divisions, universities, colleges, and other designated public sector bodies.

Latest amendment

- 2022-02-26

Requirements for employers

- Identify and compare male- and female-dominated job classes using a gender-neutral job evaluation system to determine whether work of equal value is being paid equally.
 - If wage gaps are found, employers are required to develop and implement a pay equity plan to adjust compensation.
- Provide information to employees about the pay equity process.
- Maintain pay equity over time, ensuring that new wage adjustments, job changes, or reorganizations do not recreate inequities.
- Document their process and comply with oversight and enforcement by the Pay Equity Commissioner or responsible authority under the Act.

Penalties for non-compliance

- The Pay Equity Commissioner can issue orders requiring the employer to develop, amend, or implement a pay equity plan and to make required wage adjustments, including retroactive pay and potentially interest on unpaid wage adjustments.
- Willful non-compliance or obstruction of the pay equity process can constitute an offence under the Act, which may result in fines and further enforcement action.

Further reading

- [The Pay Equity Act](#)

Workplace Safety and Health Act

Why this legislation matters

The Workplace Safety and Health Act aims to protect everyone in the workplace from injury, illness, and unsafe conditions. Importantly, the Act includes obligations to maintain a workplace free from violence and harassment.

Applies to

- Almost all workplaces in Manitoba, including private businesses, public organizations, contractors, and subcontractors.

Latest amendment

- 2025-06-03

Requirements for employers

- Ensure a safe workplace by identifying hazards, maintaining equipment, and keeping workers protected.
- Provide training, information, and supervision so workers know how to safely do their jobs and use protective equipment.
- Engage employees in safety through committees (if 20+ workers) or representatives (if 5+ workers) and encourage participation in hazard identification and resolution.
- Cooperate with inspectors or anyone enforcing workplace safety.
- Inform workers of their rights to know about hazards, participate in safety, refuse unsafe work, and exercise these rights without retaliation.

Penalties for non-compliance

- Inspectors can issue orders to fix unsafe conditions; failure to comply can lead to fines up to \$5,000.
- For serious or willful offenses, such as continuing work after a stop-work order or repeated willful breaches, employers (or individuals) may be charged and face fines up to \$500,000 for a first offence and up to \$1,000,000 for later offences, plus daily fines for ongoing violations.

Further reading

- [The Workplace Safety and Health Act](#)
- [Workplace Safety and Health](#), Government of Manitoba

Workers Compensation Act

Why this legislation matters

The Workers Compensation Act establishes the workers compensation system, which provides no-fault insurance coverage to workers who are injured or become ill because of their job. The Act ensures all workers have equal access to injury benefits, rehabilitation, and return-to-work support.

Applies to

- Almost all employers and workers in Manitoba.
- The Act is administered by the Workers Compensation Board of Manitoba (WCB).

Latest amendment

- 2025-06-03

Requirements for employers

- Register with the WCB and pay premiums.
- Report workplace injuries or illnesses promptly and keep accurate records.
- Maintain a safe work environment and provide training on hazards.
- Support injured workers with return-to-work or modified duties programs.
- Ensure workers understand their rights and responsibilities.
- Protect workers from retaliation for reporting injuries or filing claims.

Penalties for non-compliance

- Employers who fail to register, report injuries, or pay premiums can face administrative penalties of up to \$6,000.
- Serious or willful offenses can result in prosecution and significant fines up to \$5,000 for individuals and \$50,000 for organizations.
- Non-compliance may also expose employers to civil liability outside the WCB system and can delay or deny benefits for injured workers.

Further reading

- [The Workers Compensation Act](#)
- [Workers Compensation Board of Manitoba \(WCB\)](#)
- [Employer information](#), WCB