



# 2025-28 ACCESSIBILITY PLAN

Humboldt, Saskatchewan | Portage la Prairie, Manitoba    [WWW.PAMI.CA](http://WWW.PAMI.CA)    1-800-567-7264    [PAMI@PAMI.CA](mailto:PAMI@PAMI.CA)





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## CONTENTS

ACCESSIBILITY SASKATCHEWAN ACT .....	3
OVERVIEW .....	3
TYPES OF BARRIERS.....	4
Physical Barriers.....	4
Information & Communications Barriers .....	4
Attitudinal Barriers.....	4
GOALS AND ACTIONS (2025–2028).....	4
1. Improve Employee Accessibility Awareness .....	4
2. Make Government Buildings More Accessible .....	5
3. Make Digital Content More Accessible.....	5
4. Support a Diverse and Inclusive Government Workforce .....	5
5. Provide Leadership to Promote Accessibility and Inclusion .....	5
CONCLUSION .....	6
GLOSSARY .....	7

## ACCESSIBILITY SASKATCHEWAN ACT

PAMI supports the values of inclusion and accessibility. We are committed to improving accessibility and promoting the full and equal participation of persons with disabilities. The *Accessible Saskatchewan Act* came into effect on December 3, 2023. The purpose of this Act is to remove and prevent accessibility barriers that persons with disabilities experience.

### Accessibility plans:

The Accessible Saskatchewan Act requires the Government of Saskatchewan and designated public sector bodies to create an accessibility plan.

An accessibility plan is intended to help identify accessibility barriers for people who are in, or interact with, an organization and describes the actions an organization will take to remove and prevent accessibility barriers.

### Why this matters:

Persons with disabilities face barriers in their daily lives that impact their ability to fully participate in their communities.

According to Statistics Canada, 29.8 per cent of Saskatchewan's population over the age of 15 identifies as having a disability (2022).

*The Accessible Saskatchewan Act* was created to prevent and remove barriers that persons with disabilities experience. Removing barriers will improve the accessibility of our province and promote strong, inclusive communities.

### What this means:

Organizations prescribed as public sector bodies in *The Accessible Saskatchewan Regulations* must create an accessibility plan.

Prescribed organizations must publish their first accessibility plan by December 3, 2025, this is within two years of *The Accessible Saskatchewan Act* coming into force.

## OVERVIEW

The Government of Saskatchewan aims to remove and prevent barriers that limit the full participation of persons with disabilities. Under *The Accessible Saskatchewan Act* (in force as of December 3, 2023), all government ministries must work together to improve accessibility and publish a plan every three years.

A public survey (April–May 2024) with over 1,000 participants identified challenges related to building access, finding and understanding information, and interactions shaped by incorrect assumptions or stigma.

## TYPES OF BARRIERS

### Physical Barriers

Barriers in the built environment that limit safe, independent movement.

Examples: stairs-only entrances, parking without curb cuts, washrooms lacking accessible stalls or automatic doors.

### Information & Communications Barriers

Barriers that prevent people from receiving, understanding, or using information.

Examples: small-print documents, websites incompatible with screen readers, videos without captions.

### Attitudinal Barriers

Barriers rooted in beliefs, stereotypes, or lack of awareness.

Examples: making assumptions about abilities, excluding people from decisions, avoiding interaction out of discomfort.

## GOALS AND ACTIONS (2025–2028)

### 1. Improve Employee Accessibility Awareness

- Develop new training that builds on existing disability awareness modules, helping staff recognize and remove barriers and interact more confidently with persons with disabilities.
- Explore additional training tailored to specific ministry services (e.g., customer service, policy development).
- Continue to support accessibility education for digital content teams to ensure websites and social media meet accessibility standards.

## 2. Make Government Buildings More Accessible

- Use the information presented by the Rick Hansen Foundation Accessibility information sessions (and printed Guidelines) to ensure that access to buildings is not problematic.
- Conduct broader evaluations to prioritize upgrades such as handrails, entrance and exit ramps, automatic doors, and reception layout improvements.
- Integrate accessibility requirements into all new construction and renovation projects to ensure consistent, barrier-free design.
- Improve accessible washrooms and reception spaces, and review accessible parking strategies in partnership with local authorities.

## 3. Make Digital Content More Accessible

- Continue evaluating and redesigning our website to meet accessibility standards and improve usability.
- Explore an online platform that allows stakeholders the ability to download accessible, screen reader-compatible transcripts.

## 4. Support a Diverse and Inclusive Government Workforce

- Review HR policies and accommodation processes to ensure they meet accessibility best practices and support employees equitably.
- Improve the system for employees to self-declare disabilities, helping inform recruitment, retention, and advancement strategies.
- Continue initiatives that promote mental health, reduce stigma, and support inclusive workplaces.
- Strengthen support for managers by centralizing expert guidance on medical accommodations.

## 5. Provide Leadership to Promote Accessibility and Inclusion

- Support public-sector organizations in developing required accessibility plans, including training through the Rick Hansen Foundation or other similar accessibility training facility.
- Develop a public guide for hosting accessible events to help organizations remove common barriers.
- Include accessibility considerations in procurement to ensure purchased goods and services meet accessibility expectations.



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## CONCLUSION

The Government of Saskatchewan will update/review this plan every three years and continue working with persons with disabilities to identify and remove barriers in government services, facilities, and workplaces. Ongoing feedback from the community will remain essential to improving accessibility across the province. PAMI is committed to following these provincial objectives.

We value your feedback and welcome members of the public to submit comments about our accessibility plan using the contact information below:

Phone: 1-800-567-7264

Email: [Pami@Pami.ca](mailto:Pami@Pami.ca)

Address: Box 1150, 2215 8<sup>th</sup> Avenue, Humboldt SK, S0K 2A0

## GLOSSARY

**Accommodation:** Any technical aid or device, personal support or disability-related support that a person may require. This can include, but is not limited to, accessible document formats, mobility supports to attend a meeting, interpretation or captioning services, or ensuring space has sensory sensitive features.

**Barrier:** Anything that hinders or challenges the full and equal participation in society of persons with disabilities.

**Captioning:** Text at the bottom of the screen (television/video) allows people to follow spoken dialogue and distinct noises. Closed captioning is similar, but the text must be decoded to appear on the screen.

**Disability:** Any impairment that, in interaction with a barrier, hinders an individual's full and equal participation in society. Disabilities can be permanent, temporary or episodic in nature, and may or may not be evident. There are many types of disabilities that people experience, including physical, mental, intellectual, cognitive, learning, communication and sensory impairments.

**Diversity:** Recognizing that each person is unique and has different backgrounds. Diversity means including or involving people from a range of different social or ethnic backgrounds and of different genders, sexual orientations, disabilities, etc.