



## 2020 MNPHA BOARD TOOLKIT

# LEGISLATION, REGULATIONS, AND COMPLIANCE – BUILDING BOARDS PROGRAM

<b>Legislation/Regulation/Regulatory Body</b>	<b>Policies it Affects</b>	<b>Examples of Considerations</b>
<a href="#"><u>Residential Tenancies Act</u></a>	<b>Operating Policies</b>	This informs your responsibilities and rights when it comes to tenants, including lease agreements, rent payments, house rules, etc.
<a href="#"><u>Manitoba Human Rights Code</u></a>	<b>Operating Policies</b> <b>HR Policies</b> <b>Board Policies</b>	Under the jurisdiction of the Human Rights Commission, organizations must not discriminate, and must accommodate the special needs of any individual or group, if those special needs are based upon a protected characteristic (such as ancestry, religion, sex, gender identity, social disadvantage)
<a href="#"><u>Manitoba Corporations Act</u></a>	<b>Bylaws</b> <b>Board Policies</b> <b>Operating Policies</b>	Organizations registered as a corporation have obligations related to their boards and corporate structures, governance, and financial reporting
<a href="#"><u>Manitoba Life Leases Act and Regulations</u></a>	<b>Bylaws</b> <b>Board Policies</b> <b>Operating Policies</b>	Organizations registered as a life lease have unique obligations related to disclosure and financial reporting to tenants, tenant representation, reserve fund and insurance requirements that are different from other non-profit housing models
<a href="#"><u>Manitoba Cooperatives Act</u></a>	<b>Bylaws</b> <b>Board Policies</b> <b>Operating Policies</b>	Organizations registered as a cooperative have obligations related to their boards and cooperative structures, governance, and financial reporting. Cooperatives do not fall under the Residential Tenancies Act
<a href="#"><u>Manitoba Employment Standards</u></a>	<b>HR Policies</b> <b>Operating Policies</b>	Most employees in Manitoba fall under Employment Standards and employers (including Boards) have obligations related to wages, hours of work, holidays and other workplace entitlements and responsibilities

<a href="#"><u>Personal Information Protection and Electronic Documents Act</u></a>	<b>Board Policies HR Policies Operating Policies</b>	Non-profit organizations that participate in commercial activity must follow this Act. Organizations covered by PIPEDA must generally obtain an individual's consent when they collect, use or disclose that individual's personal information. People have the right to access their personal information held by an organization. They also have the right to challenge its accuracy
<a href="#"><u>Workers Compensation Act</u></a>	<b>HR Policies Operating Policies and Procedures</b>	Property management, social services, and supportive housing management, fall under the mandatory industries and therefore must register with the Workers Compensation Board
<a href="#"><u>Workplace Safety and Health</u></a>	<b>HR Policies Operating Policies and Procedures</b>	All employers have obligations under this act to ensure the safety, health, and welfare of employees
<a href="#"><u>Personal Health Information Act</u></a>	<b>Operating Policies</b>	This Act applies to designated health facilities (often organizations that have a funding relationship with a health region) and relates to collecting, storing, and disclosing health information
<a href="#"><u>Fires Prevention and Emergency Response Act</u></a>	<b>Operating Policies and Procedures Fire Safety Plan</b>	
<a href="#"><u>Accessibility for Manitobans Act</u></a>	<b>Board Policies HR Policies Operating Policies and Procedures</b>	There are standards related to employment and customer service that organizations must comply with. Did you know that MNPFA has online training for the customer service standard?
<a href="#"><u>Service Animals Protection Act</u></a>	<b>Operating Policies and Procedures</b>	This legislation protects service animals. For example, no person shall touch, feed, impede or interfere with a service animal
<a href="#"><u>Neighbourhood Liveability Bylaw</u></a>	<b>Operating Policies and Procedures</b>	For property owners in Winnipeg, this bylaw creates obligations related to building and property standards and maintenance, including for safety, related to pests, and much more
<a href="#"><u>Canada Anti-Spam Legislation</u></a>	<b>Operating Policies and Procedures</b>	This legislation obligates businesses to get consent before sending marketing e-mails. If you have newsletters or other marketing lists, this legislation is important to review
<b>Other Considerations: Funding Agreements Mortgage Agreements</b>		Funding agreements, loan agreements, and mortgages provide additional obligations to organizations that boards must be aware of