

SURFACE RIGHTS BOARD OF ARBITRATION
ACCESSIBILITY PLAN 2025-2028



LAND ACKNOWLEDGEMENT



We respectfully acknowledge that we are on Treaty 2, 4, 5, 6, 8, and 10 territory, the traditional lands of the Cree, Saulteaux, Dakota, Lakota, Nakota, and home of the Métis. We honour the Treaties made on these lands and are committed to moving forward in the spirit of reconciliation and collaboration.

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About Surface Rights Board of Arbitration

The Surface Rights Board is an arbitration board used as a last resort when a landowner or occupant and an oil/gas or potash operator are unable to reach an agreement for surface access to private land and related compensation.

The Surface Rights Board of Arbitration (SRBA) conducts hearings for matters such as:

- the rights required by the operator to enter on the surface of the land;
- damage claims;
- compensation for wellsite and/or flowlines; and
- rental reviews.

The Board's objectives are:

- to provide a comprehensive procedure for acquiring surface rights;
- to provide for the payment of just and equitable compensation for the acquisition of surface rights; and
- to provide for the maintenance and reclamation of the surface of land acquired in connection with surface rights.

Our Commitment to Accessibility

The Surface Rights Board of Arbitration recognizes the importance of accessibility for all people and is committed to identifying and removing barriers for the people we serve.

Through the identification and removal of physical, systemic and attitudinal barriers, the SRBA commits to the provision of inclusive and accessible customer service, information and communication to the greatest extent possible.

Our accessibility plan outlines the steps we will take over the next three years to improve accessibility and opportunities for persons with disabilities.

Engagement and Consultation

We recognize the importance of hearing from persons with disabilities to inform the development of our accessibility plan. In October 2025, we conducted an online survey distributed via email to stakeholders, clients, and Board staff, providing them with a direct link to participate.

Our Key Successes in Accessibility to Date (Accessibility Achievements)

We are committed to fostering a culture rooted in equity, diversity, inclusion, and accessibility across our organization. To advance accessibility in the building, deliberate steps have been taken:

- **Designated Wheelchair Parking** - A clearly marked wheelchair-accessible parking space is available in the parking lot, strategically positioned closest to the main entrance to ensure maximum convenience for individuals with mobility needs.
- **Barrier-Free Pathway to Entrance** - The sidewalk leading from the parking area to the entrance doors is smooth, level, and unobstructed, with no steps, curbs, or other barriers that could impede wheelchair access.
- **Automatic Door Access** - Both the main entrance and vestibule doors are equipped with wheelchair-accessible push-button systems that enable automatic opening, allowing for seamless entry without the need for physical exertion.
- **Accessible Public Washroom Facilities** - The public restroom is fully wheelchair accessible, offering generous space for maneuverability and outfitted with safety grip handles to support ease of use and ensure user safety.
- **Spacious Interior Design** - All interior doors throughout the building are sufficiently designed to accommodate wheelchair users. Additionally, hallways are spacious enough to allow for easy turning and navigation, promoting a comfortable and inclusive environment.

- **Proven Accessibility in Practice** - A wheelchair user was previously employed in an adjacent office, and during their tenure, no accessibility-related concerns were reported, further affirming the building's suitability for individuals with mobility challenges.

SRBA Office

- The office is situated on the main floor of the Wellbelove Building located in Kindersley, Saskatchewan and features two fully accessible entrances.
- The front counter has been thoughtfully modified to ensure sufficient clearance for wheelchair navigation throughout the space.
- Each workstation is designed to accommodate wheelchair users, equipped with adjustable keyboard trays to support ergonomic comfort and flexibility.

About Our Accessibility Plan

This plan serves as a roadmap for advancing accessibility in our internal operations. It outlines our next steps in identifying, removing, and proactively preventing barriers that may limit participation or access.

Our approach encompasses:

- **Physical Spaces:** Improving the built environment within and surrounding our facilities to ensure safe, inclusive, and navigable spaces for all.
- **Customer Experience:** Delivering accessible and respectful customer service.
- **Information and Communication:** Ensuring that all content—digital and print—is accessible, clear, and available in multiple formats.
- **Employment Practices:** Creating equitable opportunities through workplace accommodation and ongoing support.

This plan reflects our commitment to fostering a culture of accessibility, where everyone can engage fully and thrive.

1.0 General Accessibility Goals

SRBA is committed to advancing accessibility across our facilities, communications, and services. We recognize that accessibility is not a fixed goal, but a continuous journey—one that requires reflection, collaboration, and sustained effort.

To ensure our accessibility plan remains effective and responsive, we understand the importance of ongoing dialogue, dedicated attention, and purposeful action.

In support of this commitment, we pledge to undertake the following:

Our Goals for 2025 to 2028

1.1	We will make this plan available On our website
1.2	We will review the accessibility plan every three years, report on achievements to date, and consider the addition of new initiatives or revisions.
1.3	Encourage disability and accessibility awareness training for all employees and board members.

2.0 Information, Technology, and Communication Goals

As part of our dedication to inclusive communication, we ensure that all information—whether delivered in person, in print, or online—is accessible to individuals with disabilities. This commitment applies to both the public and SRBA employees.

Our Goals for 2025 to 2028

2.1	Conduct a comprehensive review of our website to assess the relevance of its content and enhance accessibility for all users, with WCAG 2.1 Level AA as our standard.
2.2	Review software and applications used by SRBA for compatibility with screen-readers, video hearing systems and other assistive communications technology.
2.3	Develop and provide large-print documents and forms to support individuals who may have difficulty accessing digital formats

3.0 Built Environment Goals

We recognize the importance of ensuring our facilities meet high standards of accessibility to foster inclusive customer service.

We are committed to pursuing the following goals and improvements.

Our Goals for 2025 to 2028

3.1	Ensure that future modifications and upgrades to our facilities incorporate universal design principles wherever feasible, guided by the expertise of an accredited accessibility professional.
3.2	Evaluate the accessibility of all office entry and exit points to ensure safe and convenient use for individuals with mobility challenges, including difficulty walking on flat surfaces or navigating stairs.
3.3	Design an inclusive emergency response plan that proactively addresses the accessibility needs of individuals with disabilities, ensuring equitable

	safety, communication, and support throughout all phases of emergency management.
3.4	Post a floor plan diagram that clearly displays emergency evacuation routes, accompanied by written instructions. Ensure that all routes designated as accessible paths of travel are distinctly highlighted for easy identification.
3.5	Ensure that emergency response plan information is provided to all employees and visitors in formats that are accessible and inclusive
3.6	During the hiring process, individuals who disclose a disability will receive a personalized review of the emergency response plan to ensure appropriate support during emergencies and evacuation procedures.

Expected Outcomes

Through the adoption and implementation of our accessibility plan, we aim to foster a more inclusive and safer environment for all employees and visitors, especially individuals with disabilities.

By achieving our objectives, we will:

- Establish processes for ongoing management of accessibility initiatives, including mechanisms for feedback, progress evaluation, and future planning.
- Foster greater awareness and understanding of disabilities and accessibility among office employees through targeted education and engagement.
- Ensure all digital and printed materials meet accessibility standards.
- Advance efforts to create a more accessible physical environment across all office locations.
- Develop and maintain emergency plans and protocols that prioritize the safety and well-being of individuals with disabilities within our office location.

Conclusion

As the number of persons with disabilities continues to grow, it is more vital than ever to ensure our organization reflects the diversity of the broader population.

Through the development of this accessibility plan, we affirm our commitment to advancing accessibility across all facets of our operations—including policies, procedures, information, communication, employment, and the built environment.

We proudly embrace our role in shaping a more inclusive Saskatchewan, one where everyone has equitable opportunities to work, live, and play.

Contact Information

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

Phone: 306-463-5447

Email: surface.rightsboard@gov.sk.ca

Address: Box 1597, Kindersley, SK, S0L 1S0