|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **STATUTE** | **1985** | **1988** | **2000** | **2015** |
| **The Accessibility for Manitobans Act** |  |  |  | - “his/her” |
| **The Addictions Foundation Act** |  |  |  | - “his/her” |
| **The Adoption Act** |  |  |  | - “his/her”  - male pronouns w.r.t. the “father”  - female pronouns w.r.t. the “mother”  - “a man be declared to be the father…” 5 times |
| **The Adult Abuse Registry Act** |  |  |  | - “his/her” |
| **The Adult Learning Centres Act** |  |  |  | - “his/her” |
| **The Advanced Education Administration Act** |  |  |  | - “his/her” |
| **The Advisory Council on Workforce Development Act** |  |  |  | - “his/her” |
| **The Agricultural Producers' Organization Funding Act** |  |  |  | - “his/her” |
| **The Agricultural Societies Act** |  |  |  | - “his/her” |
| **The Agrologists Act** |  |  |  | - male pronouns |
| **The Amusements Act** |  |  |  | - “his/her” |
| **The Anatomy Act** |  |  |  | - male pronouns, except:  - **s.1(b)** “…cohabited with him or her…” |
| **The Animal Care Act** |  |  |  | - “his/her” |
| **The Animal Diseases Act** |  |  |  | - mixed male pronoun and his/her |
| **The Animal Liability Act** |  |  |  | - “his/her” |
| **The Apprenticeship and Certification Act** |  |  |  | - “his/her” |
| **The Architects Act** |  |  |  | - mixed male pronouns and his/her |
| **The Archives and Recordkeeping Act** |  |  |  | - “his/her” |
| **The Arts Council Act** |  |  |  | - **s.3(1)** “ A member of the council…thereafter until his successor” |
| **Assistance Act, The Manitoba** |  |  |  | - mixed male pronouns and his/her |
| **The Auditor General Act** |  |  |  | - “his/her” |
| **The Balanced Budget, Fiscal Management and Taxpayer Accountability Act** |  |  |  | - “his/her” |
| **The Bee Act** |  |  |  | - male pronouns |
| **The Biofuels Act** |  |  |  | - “his/her” |
| **The Body Armour and Fortified Vehicle Control Act** |  |  |  | - “his/her” |
| **The Boundary Lines and Line Fences Act** |  |  |  | - male pronouns |
| **The Boxing Act** |  |  |  | - male pronouns |
| **The Brandon University Act** |  |  |  | - “his/her” |
|  |  |  |  |  |
| **The Builders' Liens Act** |  |  |  | - male pronouns, except:  - **s.1(1)** “ cohabiting with him or her in a conjugal relationship…”  - **s.59(3)** “his or her spouse” |
| **The Buildings and Mobile Homes Act** |  |  |  | - male pronouns |
| **The Business Names Registration Act** |  |  |  | - male pronouns, except:  - **s.8.2(2)** “ No person shall hold himself or herself out as carrying on business…” |
| **The Business Practices Act** |  |  |  | - “his/her” |
| **The Canada — United Kingdom Judgments Enforcement Act** |  |  |  | - male pronouns |
| **The Caregiver Recognition Act** |  |  |  | - “his/her” |
| **The Cemeteries Act** |  |  |  | - male pronouns |
| **The Centre Culturel Franco-Manitobain Act** |  |  |  | - “his/her” |
| **The CentrePort Canada Act** |  |  |  | - **s.11(2)** “A director continues to hold office until he or she is reappointed…” |
| **The Certified Applied Science Technologists Act** |  |  |  | - “his/her” |
| **The Certified General Accountants Act** |  |  |  | - “his/her” |
| **The Certified Management Accountants Act** |  |  |  | - “his/her” |
| **The Change of Name Act** |  |  |  | - “his/her” |
| **The Chartered Accountants Act** |  |  |  | - male pronouns |
| **The Child Custody Enforcement Act** |  |  |  | - male pronouns, except:  - **Art. 13(b)** “…that his or her return would  expose the child…” |
| **The Child Sexual Exploitation and Human Trafficking Act** |  |  |  | - “his/her” |
| **The Child and Family Services Act** |  |  |  | - “his/her”  - **s.16(2)** “voluntary surrender of guardianship by mother…the mother of a child…” |
| **The Child and Family Services Authorities Act** |  |  |  | - “his/her” |
| **The Chiropractic Act** |  |  |  | - mixed male pronouns and his/her |
| **The Civil Remedies Against Organized Crime Act** |  |  |  | - “his/her” |
| **The Civil Service Act** |  |  |  | - male pronouns, except:  - **s.1(1)** “…cohabiting with him or her…”  - **s.14(2)(d)** “his or her spouse” |
| **The Civil Service Special Supplementary Severance Benefit Act (1983)** |  |  |  | - male pronouns |
| **The Civil Service Superannuation Act** |  |  |  | - mixed male pronouns and his/her |
| **The Class Proceedings Act** |  |  |  | - “his/her” |
| **The Climate Change and Emissions Reductions Act** |  |  |  | - “his/her” |
| **The Coat of Arms, Emblems and The Manitoba Tartan Act** |  |  |  | - “his/her” |
| **The Colleges Act** |  |  |  | - “his/her” |
| **The Commodity Futures Act** |  |  |  | - “his/her” |
| **The Communities Economic Development Fund Act** |  |  |  | - “his/her” |
| **The Community Child Care Standards Act** |  |  |  | - male pronouns, except:  - **s.20(5.1)** “…the person affected must be advised of his or her right…” |
| **The Community Development Bonds Act** |  |  |  | - “his/her” |
| **The Community Renewal Act** |  |  |  | - “his/her” |
| **The Community Schools Act** |  |  |  | - “his/her” |
| **The Condominium Act** |  |  |  | - “his/her” |
| **The Conservation Agreements Act** |  |  |  | - “his/her” |
| **The Conservation Districts Act** |  |  |  | - male pronouns |
| **The Constitutional Questions Act** |  |  |  | - “his/her” |
| **The Construction Industry Wages Act** |  |  | *S.M. 1996, c. 72, s. 7* | - male pronouns, except:  - **s.7(1)** “ the Lieutenant Governor in Council, and thereafter until his or her successor” |
| **The Consumer Protection Act** |  |  |  | - mixed male pronouns and his/her |
| **The Consumer Rights Day Act** |  |  |  | - “his/her” |
| **The Contaminated Sites Remediation Act** |  |  |  | - “his/her” |
| **The Cooperatives Act** |  |  |  | - “his/her” |
| **The Corporations Act** |  |  |  | - mixed male pronouns and his/her |
| **The Correctional Services Act** |  |  |  | - “his/her”  - **s.36** “Where a female inmate of a custodial facility is the primary care giver of an infant” |
| **The Court Security Act** |  |  |  | - **s.2(2)** “… his or her duties under this Act, a security officer…” |
| **The Court of Appeal Act** |  |  |  | - “his/her” |
| **The Court of Queen's Bench Act** |  |  |  | - “his/her” |
| **The Court of Queen's Bench Small Claims Practices Act** |  |  |  | - “his/her” |
| **The Court of Queen's Bench Surrogate Practice Act** |  |  |  | - male pronouns, except:  - **s.43(3)** “infant… the guardian of his or her estate…” |
| **The Credit Unions and Caisses Populaires Act** |  |  |  | - “his/her”, except:  - **s.51.7(1)** “ the number of shares held by him”  - **s.105(4)** “ An auditor appointed to fill a vacancy holds office for the unexpired term of his”  - **s.96(3)** “as a director or officer of another body corporate where he acts” |
| **The Criminal Property Forfeiture Act** |  |  |  | - “his/her” |
| **The Cross-Border Policing Act** |  |  |  | - “his/her” |
| **The Crown Attorneys Act** |  |  |  | - male pronouns |
| **The Crown Corporations Public Review and Accountability Act** |  |  |  | - “his/her” |
| **The Crown Lands Act** |  |  |  | - male pronouns |
| **The Dairy Act** |  |  |  | - “his/her” |
| **The Dangerous Goods Handling and Transportation Act** |  |  |  | - mixed male pronouns and his/her |
| **The Defamation Act** |  |  |  | - male pronouns |
| **The Defibrillator Public Access Act** |  |  |  | - “his/her” |
| **The Dental Association Act** |  |  |  | - “his/her”, except:  - s**s.33(2)** “ Where any person…his behalf” |
| **The Dental Health Services Act** |  |  |  | - male pronouns |
| **The Dental Health Workers Act** |  |  |  | - male pronouns |
| **The Dental Hygienists Act** |  |  |  | - “his/her” |
| **The Denturists Act** |  |  |  | - mixed male pronouns and his/her |
| **The Department of Agriculture, Food and Rural Development Act** |  |  |  | - “his/her” |
| **The Department of Justice Act** |  |  |  | - male pronouns |
| **The Dependants Relief Act** |  |  |  | - “his/her” |
| **The Design Institute Act** |  |  |  | - male pronouns |
| **The Discriminatory Business Practices Act** |  |  |  | - “his/her” |
| **The Distress Act** |  |  |  | - male pronouns |
| **The District Health and Social Services Act** |  |  |  | - male pronouns |
| **The Domestic Violence and Stalking Act** |  |  |  | - “his/her” |
| **The Domicile and Habitual Residence Act** |  |  |  | - male pronouns, except:  - **s.1(c)** “parent with legal custody of his or  her child”  - **s.3** “ the rule of law whereby a married woman has the  domicile of her husband” |
| **The Drinking Water Safety Act** |  |  |  | - “his/her” |
| **The Drivers and Vehicles Act** |  |  |  | - “his/her” |
| **The Dyking Authority Act** |  |  |  | - male pronouns |
| **The Ecological Reserves Act** |  |  |  | - male pronouns |
| **The Education Administration Act** |  |  |  | - male pronouns |
| **The Elderly and Infirm Persons' Housing Act** |  |  |  | - mixed male pronouns and his/her |
| **The Election Financing Act** |  |  |  | - “his/her” |
| **The Elections Act** |  |  |  | - “his/her” |
| **The Electoral Divisions Act** |  |  |  | - male pronouns, except:  - **s.8(6)** “ the office holder is unable to act for any reason, his or her membership” |
| **The Electricians' Licence Act** |  |  |  | - “his/her” |
| **The Electronic Commerce and Information Act** |  |  |  | - “his/her” |
| **The Elevator Act** |  |  |  | - male pronouns |
| **The Emergency 911 Public Safety Answering Point Act** |  |  |  | - “his/her” |
| **The Emergency Medical Response and Stretcher Transportation Act** |  |  |  | - “his/her” |
| **The Employment Standards Code** |  |  |  | - “his/her”, except:  - **s.52** grants female employees maternity leave – section drafted in female pronouns |
| **The Endangered Species and Ecosystems Act** |  |  |  | - “his/her” |
| **The Engineering and Geoscientific Professions Act** |  |  |  | - “his/her” |
| **The Environment Act** |  |  |  | - “his/her” |
| **The Essential Services Act (Government and Child and Family Services)** |  |  |  | - “his/her” |
| **The Essential Services Act (Health Care)** |  |  |  | - “his/her” |
| **The Executions Act** |  |  |  | - mixed male pronouns and his/her |
| **The Executive Government Organization Act** |  |  |  | - male pronouns |
|  |  |  |  |  |
| **The Expropriation Act** |  |  |  | - male pronouns, except:  - **s.31(3)** “ or a person  incapable of managing his or her affairs” |
| **The Factors Act** |  |  |  | - male pronouns |
| **The Fair Registration Practices in Regulated Professions Act** |  |  |  | - “his/her” |
| **The Family Farm Protection Act** |  |  |  | - “his/her” |
| **The Family Maintenance Act** |  |  |  | - “his/her”, except:  - male pronouns w.r.t. “father”  - “mother” throughout |
| **The Family Property Act** |  |  |  | - “his/her” |
| **The Farm Lands Ownership Act** |  |  |  | - mixed male pronouns and his/her |
| **The Farm Machinery and Equipment Act** |  |  |  | - mixed male pronouns and his/her |
| **The Farm Products Marketing Act** |  |  |  | - “his/her” |
| **The Fatal Accidents Act** |  |  |  | - male pronouns, except his/her in definitions of “common-law partner” and “support recipient” |
| **The Fatality Inquiries Act** |  |  |  | - “his/her” |
| **The Financial Administration Act** |  |  |  | - “his/her” |
| **The Fire Insurance Reserve Fund Act** |  |  |  | - male pronouns |
| **The Firefighters and Paramedics Arbitration Act** |  |  |  | - “his/her” |
| **The Fires Prevention and Emergency Response Act** |  |  |  | - “his/her” |
| **The Fish and Wildlife Enhancement Fund Act** |  |  |  | - “his/her” |
| **The Fisheries Act** |  |  |  | - mixed male pronouns and his/her |
| **The Fishermen's Assistance and Polluter's Liability Act** |  |  |  | - “fishermen” throughout  - male pronouns |
| **The Forest Act** |  |  |  | - mixed male pronouns and his/her |
| **The Forest Health Protection Act** |  |  |  | - “his/her” |
| **The Fortified Buildings Act** |  |  |  | - “his/her” |
| **The Fraudulent Conveyances Act** |  |  |  | - **s.4** “any person  not having, at the time of the conveyance to him” |
| **The Freedom of Information and Protection of Privacy Act** |  |  |  | - “his/her”  - ombudsman |
| **The Fruit and Vegetable Sales Act** |  |  |  | - male pronouns |
| **The Frustrated Contracts Act** |  |  |  | - male pronouns |
| **The Fuel Tax Act** |  |  |  | - “his/her” |
| **The Funeral Directors and Embalmers Act** |  |  |  | - mostly male pronouns, some his/her |
| **The Garage Keepers Act** |  |  |  | - male pronouns |
| **The Garnishment Act** |  |  |  | - mixed male pronouns and his/her |
| **The Gas and Oil Burner Act** |  |  |  | - male pronouns |
| **The Good Samaritan Protection Act** |  |  |  | - “his/her” |
| **The Government Air Service Act** |  |  |  | - male pronouns |
| **The Government House Act** |  |  |  | - **s.4** “the minister, if he deems it...” |
| **The Government Purchases Act** |  |  |  | - male pronouns |
| **The Ground Water and Water Well Act** |  |  |  | - male pronouns |
| **The Guarantors' Liability Act** |  |  |  | - male pronouns |
| **The Health Administration Act** |  |  |  | - mixed male pronouns and his/her |
| **The Health Care Directives Act** |  |  |  | - “his/her” |
| **The Health Services Act** |  |  |  | - male pronouns, except:  - **s.68(2.1)** “the minister…his or her” |
| **The Health Services Insurance Act** |  |  |  | - mixed male pronouns and his/her |
| **The Healthy Child Manitoba Act** |  |  |  | - “his/her” |
| **The Hearing Aid Act** |  |  |  | - “his/her” |
| **The Helen Betty Osborne Memorial Foundation Act** |  |  |  | - “his/her” |
| **The Heritage Manitoba Act** |  |  |  | - **s.13** “ No member…his services, but each member  may…his” |
| **The Highway Traffic Act** |  |  |  | - “his/her” |
| **The Highways and Transportation Act** |  |  |  | - “his/her” |
| **The Highways and Transportation Construction Contracts Disbursement Act** |  |  |  | - male pronouns |
| **The Highways Protection Act** |  |  |  | - male pronouns |
| **The Homesteads Act** |  |  |  | - “his/her” |
| **The Hospitals Act** |  |  |  | - male pronouns, except:  - **s.21** “ Lieutenant Governor in Council…his or her” |
| **The Hotel Keepers Act** |  |  |  | - male pronouns |
| **The Housing and Renewal Corporation Act** |  |  |  | - mixed male pronouns and his/her |
| **The Human Rights Code** |  |  |  | - “his/her” |
| **The Human Tissue Gift Act** |  |  |  | - “his/her” |
| **The Income Tax Act** |  |  |  | - mixed male pronouns and his/her |
| **The Infants' Estates Act** |  |  |  | - “his/her” |
| **The Institute of Certified Management Consultants of Manitoba Act** |  |  |  | - “his/her” |
| **The Insurance Act** |  |  |  | - “his/her” |
| **The Insurance Corporations Tax Act** |  |  |  | - male pronouns |
| **The Intercountry Adoption (Hague Convention) Act** |  |  |  | - “his/her”  - “mother and father” throughout  - **Art.4(4)** “the consent of the mother” |
| **The International Commercial Arbitration Act** |  |  |  | - male pronouns |
| **The International Labour Cooperation Agreements Implementation Act** |  |  |  | - **s.7(3)** “a minister or official in his or her…” |
| **The International Peace Garden Act** |  |  |  | - **s.2** “the Lieutenant Governor in Council…as he” |
| **The International Sale of Goods Act** |  |  |  | - male pronouns |
| **The International Trusts Act** |  |  |  | - “his/her” |
| **The Interpretation Act** |  |  |  | - “his/her”  - **s.23** “Gender specific terms include both genders and include corporations.” |
| **The Interprovincial Subpoena Act** |  |  |  | - male pronouns |
| **The Intestate Succession Act** |  |  |  | - “his/her” |
| **The Intoxicated Persons Detention Act** |  |  |  | - male pronouns |
| **The Judgments Act** |  |  |  | - male pronouns, except:  - “his or her” in definition of family |
| **The Jury Act** |  |  |  | - “his/her” |
| **The Justice for Victims of Child Pornography Act** |  |  |  | - “his/her” |
| **The Labour Administration Act** |  |  |  | - “his/her” |
| **The Labour Mobility Act** |  |  |  | - “his/her” |
| **The Labour Relations Act** |  |  |  | - mixed male pronouns and he/she |
| **The Labour-Sponsored Venture Capital Corporations Act** |  |  |  | - “his/her” |
| **The Lake of the Woods Control Board Act** |  |  |  | - male pronouns |
| **The Land Acquisition Act** |  |  |  | - male pronouns |
| **The Land Rehabilitation Act** |  |  |  | - **s.11** “the minister or his representative authorized for that purpose by him” |
| **The Land Surveyors Act** |  |  |  | - male pronouns |
|  |  |  |  |  |
|  |  |  |  |  |
| **The Landlord and Tenant Act** |  |  |  | - male pronouns, except:  - **s. 1(1)** “him or her” in definition of common-law partner |
| **The Law Enforcement Review Act** |  |  |  | - mixed male pronouns and his/her |
| **The Law Fees and Probate Charge Act** |  |  |  | - male pronouns |
| **The Law of Property Act** | - **s.9** “…no widow whose husband died…is entitled to dower in the land of her deceased husband…but she…”  - **s.10** “…no husband is entitled to a tenancy by the courtesy in his wife’s estate…”  - **s.30(2)** provides that a married woman is to be considered as a “femme sole” |  | - **s.10** **amended in 1992** but did not rectify the language | - male pronouns  - **s.9** same language “widow…her…she”  - **s.10** same language “husband…his”  - **s.30(2)** still provides that a married women is to be considered a “femme sole” |
| **The Law Reform Commission Act** |  |  |  | - “his/her” |
| **The Legal Aid Manitoba Act** |  |  |  | - “his/her” |
| **The Legal Profession Act** |  |  |  | - “his/her” |
| **The Legislative Assembly Act** |  |  |  | - mixed male pronouns and his/her |
| **The Legislative Assembly and Executive Council Conflict of Interest Act** |  |  |  | - mixed male pronouns and his/her |
| **The Legislative Assembly Management Commission Act** |  |  |  | - male pronouns |
| **The Legislative Library Act** |  |  |  | - “his/her” |
| **The Licensed Practical Nurses Act** |  |  |  | - “his/her” |
| **The Life Leases Act** |  |  |  | - “his/her” |
| **The Limitation of Actions Act** |  |  |  | - male pronouns |
| **The Liquor and Gaming Control Act** |  |  |  | - “his/her” |
| **The Livestock and Livestock Products Act** |  |  |  | - “his/her” |
| **The Livestock Industry Diversification Act** |  |  |  | - “his/her” |
| **The Lobbyists Registration Act** |  |  |  | - “his/her” |
| **The Local Government Districts Act** |  |  |  | - male pronouns |
| **The Manitoba Agricultural Services Corporation Act** |  |  |  | - “his/her” |
| **The Manitoba Centennial Centre Corporation Act** |  |  |  | - “his/her” |
| **The Manitoba Council on Aging Act** |  |  |  | - “his/her” |
| **The Manitoba Development Corporation Act** |  |  |  | - “his/her” |
| **The Manitoba Ethnocultural Advisory and Advocacy Council Act** |  |  |  | - “his/her” |
| **The Manitoba Evidence Act** |  |  |  | - mixed male pronouns and his/her |
| **The Manitoba Film and Sound Recording Development Corporation Act** |  |  |  | - “his/her” |
| **The Manitoba Floodway and East Side Road Authority Act** |  |  |  | - “his/her” |
| **The Manitoba Hazardous Waste Management Corporation Act** |  |  |  | - “his/her” |
| **The Manitoba Hydro Act** |  |  |  | - male pronouns |
| **The Manitoba Immigration Council Act** |  |  |  | - “his/her” |
| **The Manitoba Institute of Trades and Technology Act** |  |  |  | - “his/her”s |
| **The Manitoba Investment Pool Authority Act** |  |  |  | - “his/her” |
| **The Manitoba Liquor and Lotteries Corporation Act** |  |  |  | - “his/her” |
| **The Manitoba Medical Association Dues Act** |  |  |  | - “his/her” |
| **The Manitoba Museum Act** |  |  |  | - “his/her” |
| **The Manitoba Natural Resources Development Act** |  |  |  | - male pronouns |
| **The Manitoba Public Insurance Corporation Act** |  |  |  | - male pronouns |
| **The Manitoba Water Services Board Act** |  |  |  | - male pronouns |
| **The Manitoba Women's Advisory Council Act** |  |  |  | - “women” throughout |
| **The Marine Insurance Act** |  |  |  | - male pronouns, except where referring to a ship/vessel (female pronouns here) |
| **The Marriage Act** |  |  |  | - mixed male pronouns and his/her  - **s.7(3)** “wife/husband/spouse” |
| **The Married Women's Property Act** |  |  |  | - All 1985 problems still exist – language still blatantly gender-specific, paternalistic and discriminatory on its face by singling out married women for special treatment (still includes “a married shall be capable of…”, etc.) |
| **The Medical Act** |  |  |  | - mixed male pronouns and his/her |
| **The Medical Laboratory Technologists Act** |  |  |  | - “his/her” |
| **The Mennonite College Federation Act** |  |  |  | - “his/her” |
| **The Mental Health Act** |  |  |  | - “his/her” |
| **The Mercantile Law Amendment Act** |  |  |  | - male pronouns |
| **The Midwifery Act** |  |  |  | - “his/her” |
| **The Milk Prices Review Act** |  |  |  | - male pronouns |
| **The Mines and Minerals Act** |  |  |  | - “his/her” |
| **The Mining and Metallurgy Compensation Act** |  |  |  | - male pronouns |
| **The Minors Intoxicating Substances Control Act** |  |  |  | - “his/her” |
| **The Missing Persons Act** |  |  |  | - “his/her” |
| **The Mortgage Act** |  |  |  | - mixed male pronouns and his/her |
| **The Mortgage Brokers Act** |  |  |  | - “his/her” |
| **The Municipal Act** |  |  |  | - “his/her” |
| **The Municipal Affairs Administration Act** |  |  |  | - male pronouns |
| **The Municipal Amalgamations Act** |  |  |  | - “his/her” |
| **The Municipal Assessment Act** |  |  |  | - “his/her” |
| **The Municipal Board Act** |  |  |  | - male pronouns |
| **The Municipal Council Conflict of Interest Act** |  |  |  | - male pronouns  - “him or her” in definition of common-law partner |
| **The Municipal Councils and School Boards Elections Act** |  |  |  | - “his/her” |
| **The National Centre for Truth and Reconciliation Act** |  |  |  | - “his/her” |
| **The Naturopathic Act** |  |  |  | - mixed male pronouns and his/her |
| **The Newspapers Act** |  |  |  | - male pronouns |
| **The Non-Smokers Health Protection Act** |  |  |  | - “his/her” |
| **The North American Environmental and Labour Cooperation Agreements Implementation Act** |  |  |  | - **s.3(3)** “ a minister or an official in his or her” |
| **The Northern Affairs Act** |  |  |  | - “his/her” |
| **The Noxious Weeds Act** |  |  |  | - male pronouns |
| **The Occupational Therapists Act** |  |  |  | - “his/her” |
| **The Off-Road Vehicles Act** |  |  |  | - “his/her” |
| **The Official Securities Act** |  |  |  | - male pronouns |
| **The Official Time Act** |  |  |  | - male pronoun |
| **The Oil and Gas Act** |  |  |  | - “his/her” |
| **The Oil and Gas Production Tax Act** |  |  |  | - “his/her” |
| **The Ombudsman Act** |  |  |  | - male pronouns  - “ombudsman” |
| **The Opticians Act** |  |  |  | - “his/her”, except:  - **s.20** “Every person who applies to have his name entered in the register…” |
| **The Optometry Act** |  |  |  | - mixed male pronouns and his/her |
| **The Order of Manitoba Act** |  |  |  | - “his/her” |
| **The Organic Agricultural Products Act** |  |  |  | - “his/her” |
| **The Parental Responsibility Act** |  |  |  | - “his/her” |
| **The Parents' Maintenance Act** |  |  |  | - “his/her” |
| **The Pari-Mutuel Levy Act** |  |  |  | - “his/her” |
| **The Partnership Act** | - **s.5(c)**  “…is prima facie proof that he is a partner in the business …do not of itself make him a partner in the business...” |  |  | - male pronouns, except:  - **s.84(2)** “ his or her own negligence”  - **s.84(4)** “ negligence, wrongful act or omission, malpractice or misconduct…the partner …of which he or she”  - **s.1** “…his or her negligence…”  - **s.75(4)** “ his or her  interest in the partnership property” |
| **The Pay Equity Act** |  |  |  | - “WHEREAS many women in the Manitoba labour force work in traditionally female occupational groups…”  - **s.1** “ "female-dominated class" means  **(a)** …of whom 70% or more are women”; **(b)**… may agree should be considered female-dominated”  - “male and female employees” |
| **The Peatlands Stewardship Act** |  |  |  | - “his/her” |
| **The Pension Benefits Act** |  |  |  | - mixed male pronouns and his/her |
| **The Personal Health Information Act** |  |  |  | - “his/her” |
| **The Personal Investigations Act** |  |  |  | - “his/her” |
| **The Personal Property Security Act** |  |  |  | - “his/her” |
| **The Pesticides and Fertilizers Control Act** |  |  |  | - mixed male pronouns and his/her |
| **The Petty Trespasses Act** |  |  |  | - “his/her” |
| **The Pharmaceutical Act** |  |  |  | - “his/her” |
| **The Physiotherapists Act** |  |  |  | - “his/her” |
| **The Planning Act** |  |  |  | - “his/her” |
| **The Plant Pests and Diseases Act** |  |  |  | - male pronouns |
| **The Podiatrists Act** |  |  |  | - “his/her” |
| **The Polar Bear Protection Act** |  |  |  | - “his/her” |
| **The Police Services Act** |  |  |  | - “his/her” |
| **The Power Engineers Act** |  |  |  | - male pronouns |
| **The Powers of Attorney Act** |  |  |  | - “his/her” |
| **The Prearranged Funeral Services Act** |  |  |  | - male pronouns |
| **The Prescription Drugs Cost Assistance Act** |  |  |  | - “his/her” |
| **The Privacy Act** |  |  |  | - male pronouns, except definition of “common-law partner” |
| **The Private Hospitals Act** |  |  |  | - male pronouns |
| **The Private Investigators and Security Guards Act** |  |  |  | - mixed male pronouns and his/her |
| **The Private Vocational Institutions Act** |  |  |  | - “his/her” |
| **The Proceedings Against the Crown Act** |  |  |  | - “his/her” |
| **The Professional Interior Designers Institute of Manitoba Act** |  |  |  | - “his/her”, except:  - **s.24** “ the member concerned or any other member or person…in his possession or under his control..” |
| **The Profits of Criminal Notoriety Act** |  |  |  | - “his/her” |
| **The Property Tax and Insulation Assistance Act** |  |  |  | - mixed male pronouns and his/her |
| **The Protection for Persons in Care Act** |  |  |  | - “his/her” |
| **The Provincial Court Act** |  |  |  | - mixed male pronouns and his/her |
| **The Provincial Parks Act** |  |  |  | - “his/her” |
| **The Provincial Parks Act** |  |  |  | - “his/her” |
| **The Psychologists Registration Act** |  |  |  | - mixed male pronouns and his/her |
| **The Public Guardian and Trustee Act** |  |  |  | - “his/her” |
| **The Public Health Act** |  |  |  | - “his/her” |
| **The Public Interest Disclosure (Whistleblower Protection) Act** |  |  |  | - “his/her” |
| **The Public Libraries Act** |  |  |  | - male pronouns |
| **The Public Officers Act** |  |  |  | - male pronouns |
| **The Public Schools Act** |  |  |  | - mixed male pronouns and his/her |
| **The Public Schools Finance Board Act** |  |  |  | - male pronouns |
| **The Public Servants Insurance Act** |  |  |  | - male pronouns |
| **The Public Utilities Board Act** |  |  |  | - male pronouns |
| **The Public Works Act** |  |  |  | - male pronouns |
| **The Public-Private Partnerships Transparency and Accountability Act** |  |  |  | - “his/her” |
| **The Queen's Printer Act** |  |  |  | - “his/her” |
| **The Real Estate Brokers Act** |  |  |  | - male pronouns |
| **The Real Property Act** |  |  |  | - mixed male pronouns and his/her |
| **The Reciprocal Enforcement of Judgments Act** |  |  |  | - mixed male pronouns and his/her |
| **The Red River College Act** |  |  |  | - “his/her” |
| **The Red River Floodway Act** |  |  |  | - “his/her” |
| **The Regional Health Authorities Act** |  |  |  | - “his/her” |
| **The Regional Waste Management Authorities Act** |  |  |  | - “his/her” |
| **The Registered Dietitians Act** |  |  |  | - “his/her” |
| **The Registered Nurses Act** |  |  |  | - “His/her” |
| **The Registered Psychiatric Nurses Act** |  |  |  | - “his/her” |
| **The Registered Respiratory Therapists Act** |  |  |  | - mixed male pronouns and his/her |
| **The Registry Act** |  |  |  | - male pronouns |
| **The Regulated Health Professions Act** |  |  |  | - “his/her” |
| **The Religious Societies' Lands Act** |  |  |  | - male pronouns |
| **The Remembrance Day Act** |  |  |  | - mixed male pronouns and his/her |
| **The Repair Shops Act** |  |  |  | - male pronouns |
| **The Research Manitoba Act** |  |  |  | - “his/her” |
| **The Residential Tenancies Act** |  |  |  | - “his/her” |
| **The Resource Tourism Operators Act** |  |  |  | - “his/her” |
| **The Retail Businesses Holiday Closing Act** |  |  |  | - “his/her” |
| **The Retail Sales Tax Act** |  |  |  | - “his/her” |
| **The Safer Communities and Neighbourhoods Act** |  |  |  | - “his/her” |
| **The Sale of Goods Act** |  |  |  | - male pronouns |
| **The Sanatorium Board of Manitoba Act** |  |  |  | - mixed male pronouns and his/her |
| **The Sand and Gravel Act** |  |  |  | - male pronouns |
| **The Securities Act** |  |  |  | - mixed male pronouns and his/her |
| **The Securities Transfer Act** |  |  |  | - “his/her” |
| **The Service Animals Protection Act** |  |  |  | - “his/her” |
| **The Sheriffs Act** |  |  |  | - male pronouns |
| **The Shops Regulation Act** |  |  |  | - male pronouns |
| **The Short Forms Act** |  |  |  | - mixed male pronouns and his/her |
| **The Social Services Administration Act** |  |  |  | - “his/her” |
| **The Social Services Appeal Board Act** |  |  |  | - “his/her” |
| **The Social Work Profession Act** |  |  |  | - “his/her” |
| **The Soldiers' Estates Act** |  |  |  | - male pronouns |
| **The Soldiers' Taxation Relief Act** |  |  |  | - male pronouns, except **s.2(2) verification of application** his/her |
| **The Special Operating Agencies Financing Authority Act** |  |  |  | - **s.5** “ The Minister of Finance may delegate to any person any of the powers conferred upon him or her” |
| **The Special Survey Act** |  |  |  | - male pronouns |
| **The Stable Keepers Act** |  |  |  | - male pronouns |
| **The Statistics Act** |  |  |  | - “his/her” |
| **The Statutes and Regulations Act** |  |  |  | - “his/her” |
| **The Steam and Pressure Plants Act** |  |  |  | - male pronouns |
| **The Student Aid Act** |  |  |  | - “his/her” |
| **The Suitors' Moneys Act** |  |  |  | - male pronouns |
| **The Summary Convictions Act** |  |  |  | - mixed male pronouns and his/her |
| **The Supply Chain Management Professionals Act** |  |  |  | - “his/her” |
| **The Surface Rights Act** |  |  |  | - male pronouns |
| **The Surveys Act** |  |  |  | - male pronouns |
| **The Sustainable Development Act** |  |  |  | - “his/her” |
| **The Tax Administration and Miscellaneous Taxes Act** |  |  |  | - “his/her” |
| **The Taxicab Act** |  |  |  | - “his/her” |
| **The Teachers' Pensions Act** |  |  |  | - mixed male pronouns and his/her |
| **The Teachers' Society Act** |  |  |  | - male pronouns |
| **The Terry Fox Legacy Act** |  |  |  | - male pronouns referring to Terry Fox |
| **The Testing of Bodily Fluids and Disclosure Act** |  |  |  | - “his/her” |
| **The Threshers' Liens Act** |  |  |  | - male pronouns |
| **The Tobacco Damages and Health Care Costs Recovery Act** |  |  |  | - “his/her” |
| **The Tobacco Tax Act** |  |  |  | - “his/her” |
| **The Tortfeasors and Contributory Negligence Act** |  |  |  | - male pronouns |
| **The Trade Practices Inquiry Act** |  |  |  | - male pronouns |
| **The Transboundary Pollution Reciprocal Access Act** |  |  |  | - male pronouns |
| **The Travel Manitoba Act** |  |  |  | - “his/her” |
| **The Trustee Act** |  |  |  | - male pronouns, except:  - **s.34 Married woman trustee** “ A married woman who is a trustee alone or jointly with any other person or persons of property subject to any trust, may sue or be sued, and may transfer or join in transferring any such property, without her husband, as if she were a femme sole” |
| **The Unconditional Grants Act** |  |  |  | - male pronouns |
| **The Unconscionable Transactions Relief Act** |  |  |  | - male pronouns |
| **The Uniform Law Conference Commissioners Act** |  |  |  | - male pronouns |
| **The Université de Saint-Boniface Act** |  |  |  | - “his/her” |
| **The University College of the North Act** |  |  |  | - “his/her” |
| **The University of Manitoba Act** |  |  |  | - male pronouns, except:  - **ss.26(1), 37** “ the Deputy Minister of Advanced Education and Literacy, or his or her designate” |
| **The University of Winnipeg Act** |  |  |  | - “his/her” |
| **The Veterinary Medical Act** |  |  |  | - “his/her” |
| **The Veterinary Services Act** |  |  |  | - male pronouns |
| **The Victims' Bill of Rights** |  |  |  | - “his/her” |
| **The Vital Statistics Act** |  |  |  | - “his/her”  - “father”, “mother” “unmarried woman”, “married woman” throughout  - **s.3(3)** “ The father of a child born to a woman who is not his wife is not required to comply with subsection (2), unless the father and the woman make a joint request”  - “her husband” throughout |
| **The Vulnerable Persons Living With a Mental Disability Act** |  |  |  | - “his/her” |
| **The Warehouse Receipts Act** |  |  |  | - male pronouns |
| **The Warehousemen's Liens Act** |  |  |  | - male pronouns  - “warehousemen” |
| **The Waste Reduction and Prevention Act** |  |  |  | - “his/her” |
| **The Water Power Act** |  |  |  | - male pronouns |
| **The Water Protection Act** |  |  |  | - “his/her” |
| **The Water Resources Administration Act** |  |  |  | - mixed male pronouns and his/her |
| **The Water Rights Act** |  |  |  | - mixed male pronouns and his/her |
| **The Wild Rice Act** |  |  |  | - male pronouns |
| **The Wildfires Act** |  |  |  | - “his/her” |
| **The Wildlife Act** |  |  |  | - male pronouns |
| **The Wills Act** |  |  |  | - male pronouns, except where referring to **common-law relationship** |
| **The Witness Security Act** |  |  |  | - “his/her” |
| **The Women's Institutes Act** |  |  |  | - “his/her”  - male pronouns where referring to director or minister  - “women” throughout |
| **The Woodmen's Liens Act** |  |  |  | - male pronouns  - “woodmen” |
| **The Worker Recruitment and Protection Act** |  |  |  | - “his/her” |
| **The Workers' Compensation Act** |  |  |  | - mixed male pronouns and his/her |
| **The Workplace Safety and Health Act** |  |  |  | - mixed male pronouns and his/her |
| **The Youth Drug Stabilization (Support for Parents) Act** |  |  |  | - “his/her”  - “mother or father” |