



TYPE	Administrative
NAME	Accessibility Policy
DATE APPROVED BY COUNCIL	September 23, 2016

INTENT

The *Accessibility for Ontarians with Disabilities Act, 2005* guides the development, implementation and enforcement of accessibility standards in order to achieve accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodation, employment, buildings, structures and premises. The purpose of this policy is to ensure compliance with the AODA.

THE POLICY

General

The College is committed to ensuring equal access and participation for people with disabilities in a manner that allows them to maintain their dignity and independence. The College believes in integration and is committed to meeting the needs of people with disabilities in a timely manner. The College will do so by removing and preventing barriers to accessibility and by meeting the requirements outlined in the *Accessibility for Ontarians with Disabilities Act, 2005* and Ontario's accessibility laws.

The College is committed to training staff and volunteers in Ontario's accessibility laws and aspects of the Ontario Human Rights Code that relate to persons with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers and other staff members.

Information and Communications

The College is committed to meeting the communication needs of people with disabilities. When asked, we will provide information about our organization and its services, including public protection information, in accessible formats or with communication supports.

The College will also meet internationally-recognized Web Content Accessibility Guidelines (WCAG) 2.0 Level AA website requirements in accordance with Ontario's accessibility laws.

Information and Communications

The College will consult with individuals with disabilities to determine their information and communication needs.

Employment

The College will notify employees, potential hires and the public that accommodations can be made during recruitment and hiring.

The College will notify staff that supports are available for those with disabilities. We will put in place a process to develop individual accommodation plans for employees.

Where needed, the College will also provide customized emergency information to help an employee with a disability during an emergency.

Our performance management, career development and redeployment processes will take into account the accessibility needs of all employees.

Design of Public Space

The College will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces that include service-related elements such as service counters, fixed queuing lines and waiting areas.

Changes to existing policies

The College will modify or remove an existing policy that does not respect and promote the dignity and independence of people with disabilities.

RELATED LEGISLATION AND DOCUMENTS

[Accessibility for Ontarians with Disabilities Act, 2005](#)

[Ontario Regulation 413/12](#)

REVISION CONTROL

Date	Revision	Effective