

<b>Policy Title</b>	<b>Accessibility Standards</b>		
<b>Date of Issue</b>	January 19, 2010	<b>Related Procedure</b>	AP 1411-D; AP 1412-D; AP1413-D; AP 1414-D; AP 1425-D; AP 1430-D; AP 1435-D; AP 6809-D; AP 2355-D; TCP-A006
<b>Revision Dates</b>	June 15, 2010; February 21, 2012 (rev. Rationale-Strategic Plan); February 17, 2015; April 20, 2021; January 18, 2022	<b>Related Forms</b>	
<b>Review Date</b>	April 1, 2026	<b>Originator</b>	Board of Trustees
<b>References</b>			
BP 2355-D "Third Party Protocol"; Accessibility for Ontarians with Disabilities Act, 2005 (AODA); O. Reg 191/11 'Integrated Accessibility Standards'; Ontario Human Rights Code; Bluewater District School Board Annual Accessibility Plan			

## **1.0 RATIONALE**

- 1.1 Bluewater District School Board policies will support and provide direction necessary to achieve the board's Vision, Mission and Strategic Plan priorities.
- 1.2 Bluewater District School Board is committed to providing services that are free of barriers and biases to our students, staff, parents/guardians, and the general public. Bluewater District School Board strives to ensure that key principles of independence, dignity, integration, and equality of opportunity are reflected and valued in our learning and working environments. Our conduct will demonstrate our belief in the strength diversity brings to our communities.

## **2.0 DEFINITIONS RELATED TO ACCESSIBILITY STANDARDS**

<b>Accommodation</b>	is a means of preventing and removing, through reasonable efforts, barriers that impede individuals from participating fully in the services of the board.
<b>Barriers</b>	means anything that prevents a person from fully participating in all aspects of the services of the board. This includes, but is not limited to, a physical barrier, an architectural barrier, information or communications barrier, an attitudinal barrier, a technological barrier.
<b>Customer</b>	is any person who uses the services of the board e.g. parents/guardians and the public.
<b>Disability</b>	<p>(a) any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,</p> <p>(b) a condition of mental impairment or an intellectual disability,</p> <p>(c) a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,</p>

(d) a mental disorder, or

(e) an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997; ("handicap")

### 3.0 POLICY

- 3.1 It is the policy of the Bluewater District School Board to provide, through reasonable efforts, an environment in all its facilities that builds independence, dignity and respect for students, staff, parents/guardians, and the general public.
- 3.2 Bluewater District School Board is committed, through reasonable efforts and accommodations, to giving people with disabilities the same opportunity of access to our services in the same location and in a similar way as these services are available to all others we serve.
- 3.3 Bluewater District School Board is committed to meeting the accessibility needs of people with disabilities, in a timely manner, in the provision of services related to customer service, information and communication, employment, student transportation, and other applicable standards as implemented.

### 4.0 SYSTEM EXPECTATIONS

- 4.1 The board will make all reasonable efforts to ensure that all policies, practices, and procedures from the date of this policy forward are consistent with the principles of equity, independence, dignity, integration, and equality of opportunity to all, with particular attention for persons with disabilities.
- 4.2 The board will ensure that its policies and procedures related to the Accessibility for Ontarians with Disabilities Act (AODA) are made available to the public and will also ensure there is capacity to provide communication about these policies and procedures in a format that considers a person's disability.
- 4.3 The board will provide training opportunities for all staff, volunteers, and third-party service providers/contractors to meet the accessibility standards of the board.
- 4.4 The board will follow the process for feedback and monitoring that is outlined in AP 1414-D "Accessibility Standards for Customer Service – Monitoring and Feedback". Information about the feedback process will be readily available to the public and will allow the public to provide feedback using a number of methods.
- 4.5 The board, and all its managers/supervisors and school-based administrators, will consider the impact on persons with disabilities when purchasing new equipment, designing new systems or facilities, and planning new initiatives.
- 4.6 The board's AODA Committee will be responsible for promoting accessibility awareness throughout the board, ensuring accessibility policies and procedures are in compliance with relevant legislation and establishing feedback/consultation process(es) with staff and volunteers.