

<u>DUFFERIN-PEEL CATHOLIC DISTRICT SCHOOL BOARD</u>	
<u>POLICY</u>	
POLICY NUMBER:	P-0012
SUBJECT:	Integrated Accessibility Standards
REFERENCE:	GAP0008 Integrated Accessibility Standards Regulation <i>Accessibility for Ontarians with Disabilities</i>
EFFECTIVE DATE:	January 1, 2013
AMENDED DATE:	January 28, 2014; October 22, 2024

“For God so loved the world that he gave his only Son, so that everyone who believes in him may not perish but may have eternal life. Indeed, God did not send the Son into the world to condemn the world, but in order that the world might be saved through him.”

John 3: 16-17

Overview

1. The goal of the *Accessibility for Ontarians with Disabilities Act (AODA)* is to make Ontario accessible to people with disabilities by 1st January 2025 through the identification, elimination, and prevention of barriers to inclusion. AODA has been developed to ensure that all Ontarians with disabilities are treated with respect, dignity, and equality.
2. Under AODA, two sets of accessibility standards have now been filed as Regulations: the *Customer Service Standard* and the *Integrated Accessibility Standards* which include the Information & Communication Standards, the Transportation Standards, the Employment Standards and the Built Environment Standards.
3. Dufferin-Peel Catholic District School Board (DPCDSB), as a designated public sector organization, and as a service provider, is required to comply with the requirements of Ontario Regulation 191/11. The *Integrated Accessibility Standards* place several obligations on organizations with respect to the accessible provision of goods, services, resources, facilities, transportation, and employment.

Statement of Commitment

4. DPCDSB is committed to increasing the accessibility for persons with disabilities who study, visit, or work in DPCDSB facilities. DPCDSB strives to meet the needs of all members of the community in a respectful manner, by proactively consulting with, and responding to, individuals with disabilities to identify and remove recognized and unrecognized barriers.
5. DPCDSB will provide goods, services, resources, facilities, transportation, and employment opportunities to persons with disabilities in ways that:
 - a) recognize and respect their dignity and independence;
 - b) are integrated as fully as practicable into methods of delivery;
 - c) ensure reasonable efforts are made to provide an opportunity equal to that given to others who obtain services and who visit and work in DPCDSB facilities; and,

- d) allow persons with disabilities to benefit from the same services, in the same place, and in a similar way to other users of DPCDSB services [the public], applicants, and employees.
- 6. DPCDSB incorporates accessibility criteria and features when procuring or acquiring goods, services, or facilities, including self-service kiosks. If it is not possible and practical to do so, DPCDSB will provide an explanation upon request.
- 7. DPCDSB will continually review internal and external policies, practices, and procedures to ensure that DPCDSB provides accessible services and employment opportunities to all.

Purpose

- 8. The purpose of this policy and its associated General Administrative Procedures (GAPs) is to outline responsibilities of employees, volunteers, and others who provide goods, services, resources, facilities, and transportation for, or on behalf of the DPCDSB, to persons with disabilities. This policy also outlines how individuals with disabilities will be treated during the recruitment process and any subsequent employment with DPCDSB.

Scope

- 9. The Information & Communication and Transportation Standards apply to all employees, volunteers and others who provide goods, services, or facilities for or on behalf of DPCDSB.
- 10. The Employment Standards apply only to employees and do not apply to volunteers or other non-paid individuals.
- 11. The Built Environment Standards only apply to new construction and major changes to existing features of DPCDSB facilities.

Definitions

- 12. According to AODA, *Disability* is defined as:
 - 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 impairment, deafness or hearing impairment, muteness or speech impairment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device;
 - b) a condition of mental impairment or a developmental disability;
 - c) a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;
 - 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*.

13. According to AODA, *Barrier* is defined as:

- a) anything that prevents a person with a disability from fully participating in all aspects of society because of his or her disability, including a physical barrier, an architectural barrier, an information or communications barrier, an attitudinal barrier, a technological barrier, a policy, or a practice.

14. In addition to the above definitions, *Accessibility* means giving people of all abilities opportunities to participate fully in everyday life.

15. *Accessible formats* may include, but are not limited to, large print, recorded audio and electronic formats, Braille, and other formats usable by persons with disabilities.

16. *Communication supports* may include, but are not limited to, captioning, alternative and augmentative communication supports, plain language, sign language, and other supports that facilitate effective communications.

Aim

- 17. DPCDSB is committed to developing and establishing policies and procedures that are consistent with the principles set out in the *Integrated Accessibility Standards*. These principles are dignity, independence, integration, and equal opportunity. DPCDSB strives to achieve this aim through the implementation of various programs and initiatives which are outlined in DPDCSB's [GAP0008](#) *Integrated Accessibility Standards Regulation*.