

Section: ACCESSIBILITY	Sub Section: 1.2
Subject: AODA INTEGRATED ACCESSIBILITY STANDARD POLICY	Page: 1 of 2
Executive Director Signature:	Date Approved: 05/13/2015
Responsible Party: Board of Directors	Supersedes:
Next Review Date: 06/2018	Date Reviewed:

Subject: AODA Integrated Accessibility Standard Policy

POLICY

Community Living-West Northumberland (the Organization) is committed to improving accessibility for people with disabilities. The Organization will put the following into practice consistent with the requirements of the Accessibility for Ontarians with Disabilities Act, 2005 (the ‘AODA’) (*Appendix A - Ontario Regulation 191/11 entitled “Integrated Accessibility Standards”*).

PROCEDURE

General

The Organization will provide training to staff on Ontario’s accessibility laws and on accessibility aspects of the Human Rights Code that apply to persons with disabilities. Training will be provided in a way that best suits the duties of the employees and volunteers.

Information and Communications

The Organization is committed to meeting the communication needs of people with disabilities. When asked, the Organization will provide information and communication material in accessible formats or with communication supports. This will include publicly available information about our goods, services and facilities, as well as publicly available emergency information.

Employment

The Organization will notify employees and the public that, when requested, it will accommodate disabilities during recruitment, assessment processes and when people are hired. If needed the Organization will provide customized workplace emergency information to employees who have a disability. If using performance management, career development and redeployment processes, the Organization will take into account the accessibility needs of employees with disabilities.

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Design of Public Spaces

The Organization will meet the Accessibility Standards for the Design of Public Spaces when building or making major modification to public spaces.

Public spaces include:

Recreational trails/beach access routes

Accessible off street parking

Service-related elements like service counters, fixed queuing lines and waiting areas

Modification to this or other policies