



Policy

Title: Accessibility	Policy #: PO434
Policy Area: Operations	
Source: Superintendent – Facilities Services	
Date Approved: April 26, 2010	
Dates of Amendment: November 11, 2013	

1.0 Introduction

Consistent with Gospel values, the Durham Catholic District School Board shall promote the dignity and value of the whole person. As such, the Durham Catholic District School Board is committed to ensuring compliance with the Ontarians with Disabilities Act, 2001 (ODA) and Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and all associated regulations.

2.0 Definitions

Accessibility Standard – means an accessibility standard made by regulation under section 6 of AODA Act, 2005

Barrier – means 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; (“obstacle”)

Disability – means:

- (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 coordination, 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,
- (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,

2.0 **Definitions** (Cont'd)

- (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 **Purpose**

The objective of the Ontarians with Disabilities Act, 2001 (ODA) and the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and all associated regulations is to improve opportunities for people with disabilities and to provide for their involvement in the identification, removal, and prevention of barriers to their full participation in the life of the province. This policy will provide an overall direction that governs the Durham Catholic District School Board’s compliance with the Ontarians with Disabilities Act, 2001, Accessibility for Ontarians with Disabilities Act, 2005 and all associated regulations. These acts define two regulatory areas:

- **Customer Service** – described in Ontario Regulation 429/07, effective January 2010. This regulation establishes accessibility standards for customer service and it applies to every designated public sector organization and to every other person or organization that provides goods or services to members of the public or other third parties and that has at least one employee in Ontario.
- **Integrated Accessibility Standards** – described in Ontario Regulation 191/11, effective July 2011. This regulation establishes the accessibility standards for each of information and communications, employment and transportation. The standard also requires school boards to establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization’s strategy to prevent and remove barriers.

4.0 **Application/Scope**

This policy applies to all Board staff, facilities, services, as well as Board policies and administrative procedures.

5.0 **Principles**

The Durham Catholic District School Board is committed to the continual improvement of accessibility and the ongoing removal of barriers to Board facilities, policies, programs, practices and services for students, staff, parent/guardians, volunteers and members of the community with disabilities.

6.0 **Requirements**

1. The Director of Education shall issue administrative procedures to support this policy and amend them thereafter as the need may arise.

6.0 **Requirements** (Cont'd)

2. The Director of Education or Designate shall:

- establish an Accessibility Advisory Committee;
- consult with people with disabilities in the development and review of its multi-year accessibility plan;
- ensure that Board policies and procedures are consistent and maintained up-to-date with the principles of accessibility; and
- plan continual improvement of access to facilities, policies, programs, practices and services for students, staff, parents/guardians, volunteers and members of the community.

7.0 **Sources**

- *Ontarians with Disabilities Act, 2001 (ODA)*
- *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*
- Accessibility Standards for Customer Service, Ontario Regulation 429/07
- Integrated Accessibility Standards, Ontario Regulation 191/11

8.0 **Related Administrative Procedures**

- Customer Service Accessibility Standards (AP434-1)
- Notice of Disruption of Services (AP434-2)
- Use of Assistive Devices by the General Public (AP434-3)
- Use of Support Person by the General Public (AP434-4)
- Monitoring and Feedback on Accessible Customer Service (AP434-5)
- Use of Service Animals by the General Public (AP434-6)
- Use of Service Dogs by Students in Schools (AP434-7)
- Accessible Information and Communications (AP434-8)
- Accessible Employment (AP434-9)
- Accessible Student Transportation (AP434-10)