

Policy Manual – Administration

A.19 Accessibility Policy

The mission of Catholic Education in Hamilton-Wentworth, in union with our Bishop, is to enable all learners to realize the fullness of humanity of which Our Lord Jesus Christ is the model.

POLICY STATEMENT

The Hamilton-Wentworth Catholic District School Board is committed to ensuring equal access and participation for people with disabilities and to treating people with disabilities in a way that allows them to maintain their dignity and independence. The Board believes in integration and is committed to meeting the needs of people with disabilities in a timely manner. The Board will do so by removing and preventing barriers to accessibility as well as meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act and Ontario's accessibility laws.

Training

The Hamilton-Wentworth Catholic District School Board is committed to training staff and regular volunteers in Ontario's accessibility laws and aspects of the Ontario Human Rights Code that relate to persons with disabilities on accessibility as it relates to their specific roles.

Procurement

The Hamilton-Wentworth Catholic District School Board will incorporate accessibility criteria and features when procuring or acquiring goods, services or facilities. If it is not possible and practical to do so, the Board will provide an explanation upon request.

Information and Communication

The Hamilton-Wentworth Catholic District School Board will communicate with people with disabilities in ways that take into account their disability. The Board will provide information about our organization and its services, in accessible formats or with communication supports upon request.

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

Employment

The Hamilton-Wentworth Catholic District School Board will notify employees, potential hires and the public that accommodations can be requested during recruitment and hiring.

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

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

Performance management, career development and redeployment processes will take into account the accessibility needs for all employees.

Design of Public Spaces

When constructing new or redeveloping existing public spaces, the Hamilton-Wentworth Catholic District School Board will adhere to the applicable requirements under the Design of Public Spaces Standards.

Purpose

The Hamilton-Wentworth Catholic District School Board Accessibility Policy is a compliance requirement under the Accessibility for Ontarians Disability Act, 2005. This plan complies with legislation regarding the five integrated accessibility standards regulations.

Responsibility

Assistant Superintendent of Education responsible for Accessibility for Ontarians Disabilities Act Advisory Committee.

Regulations

Accessibility for Ontarians with Disabilities Act, 2005 (A.O.D.A.)
Integrated Accessibility Standards, Ontario Regulation 191/11
Ontario Human Rights Code
Workplace Safety and Insurance Act
H.M.11 - Respectful Catholic Workplace Community Policy

Related Policies

H.M. 13 - Employee Violence in the Workplace Prevention and Response Policy A.18
- Multi-Year Accessibility Plan Policy

Related Board Committees

Accessibility for Ontarians Disabilities Act Advisory Committee
Special Education Advisory Committee
Equity & Inclusive Education Committee

Policy Review Date

BM Original Policy Approved February 5,
2013. Revisions: 25 October 2017, 21 June
22 To be reviewed every **five** years.