



REPORT TO

GOVERNANCE AND POLICY COMMITTEE

UPDATE TO ACCESSIBILITY STANDARDS POLICY (A.35)

*Do to others as you would have them do to you.
Luke 6:31*

Created, Draft	First Tabling	Review
November 20, 2017	December 4, 2017	
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RECOMMENDATION REPORT

Vision:

At Toronto Catholic we transform the world through witness, faith, innovation and action.

Mission:

*The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.
We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.*



- Rory McGuckin
Director of Education

- D. Koenig
Associate Director
of Academic Affairs

- A. Sangiorgio
Associate Director
of Planning and Facilities

- T.B.D.
Executive Superintendent
of Business Services and
Chief Financial Officer

A. EXECUTIVE SUMMARY

This report recommends updates to the current Accessibility Standards policy (A.35) and the Multi-Year Accessibility Plan to reflect legislative requirements under the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA).

The cumulative staff time required to prepare this report was 4 hours

B. PURPOSE

This Recommendation Report is on the Order Paper of the Governance and Policy Committee as it recommends a policy revision.

C. BACKGROUND

The Accessibility Standards Policy was last approved September 12, 2013 and has not been reviewed or amended since.

D. EVIDENCE/RESEARCH/ANALYSIS

1. The *Accessibility for Ontarians with Disabilities Act* (AODA) is a law that sets out a process for developing and enforcing accessibility standards.
2. Accessibility standards are laws that the government, businesses, non-profits and public sector organizations must follow to become more accessible.
3. The Integrated Accessibility Standards regulation (IASR) (O. Reg 191/11) under the AODA sets out requirements of public sector organizations, specifically in regard to the establishment of accessibility policies (section 3) and accessibility plans (section 4).
4. The Accessibility Standards for Customer Service regulation (O. Reg. 429/07) under the AODA was revoked on July 1, 2016 and the requirements under it were consolidated into the current IASR.

5. The legislative requirements under the IASR are as follows:

Establishment of accessibility policies

3. (1) Every obligated organization shall develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements referred to in this Regulation.

(2) Obligated organizations, other than small organizations, shall include a statement of organizational commitment to meet the accessibility needs of persons with disabilities in a timely manner in their policies.

(3) Every obligated organization, other than a small organization, shall,

(a) prepare one or more documents describing the policies it developed under subsection (1); and

(b) make the documents publicly available and, on request, provide them in an accessible format.

[...]

Accessibility plans

4. (1) The Government of Ontario, Legislative Assembly, designated public sector organizations and large organizations shall,

(a) establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization's strategy to prevent and remove barriers and meet its requirements under this Regulation;

(b) post the accessibility plan on their website, if any, and provide the plan in an accessible format upon request; and

(c) review and update the accessibility plan at least once every five years.

(2) The Government of Ontario, Legislative Assembly and designated public sector organizations shall establish, review and update their accessibility plans in consultation with persons with disabilities and if they have established an accessibility advisory committee, they shall consult with the committee. [...]

6. In accordance with legislation, the Board must review its Multi-Year Accessibility Plan at least once every five (5) years (IASR, section 4(1)(c)).
7. The current Multi-Year Accessibility Plan covers the 2012-2017 years and is due for review and consultation.
8. The Multi-Year Accessibility Plan is on the December 6, 2017 agenda for the Special Education Advisory Committee (SEAC) for review and consultation.

E. METRICS AND ACCOUNTABILITY

1. Recommendations in this report will be monitored by policy staff with the support of Employee Relations.
2. The Director of Education will annually update and attest compliance to the statutory obligations under the AODA to the Board of Trustees including any major initiatives to meet compliance or address efficiencies.

F. IMPLEMENTATION, STRATEGIC COMMUNICATIONS AND STAKEHOLDER ENGAGEMENT PLAN

1. The updated policy as approved will be posted on the TCDSB policy register.
2. The Multi-Year Accessibility Plan as approved will be reviewed with the Accessibility Working Group and persons with disabilities who wish to participate in the review.

G. STAFF RECOMMENDATION

Staff recommends that (1) the Accessibility Standards policy (A.35) provided in Appendix A be adopted and (2) the Multi-Year Accessibility Plan provided in Appendix A be approved for consultation.