



POLICY SECTION: ADMINISTRATION

SUB-SECTION:

POLICY NAME: ACCESSIBILITY STANDARDS

POLICY NO: A. 35

Date Approved:

September 12, 2013

Date of Next Review:

January 2023

Dates of Amendments:

January 25, 2018

Cross References:*Accessibility for Ontarians with Disabilities Act, 2005 (AODA)**Accessibility Standard for Customer Service, Ontario Regulation 429/07**Integrated Accessibility Standards, Ontario Regulation 191/11**Ontario Human Rights Code**Ontarians with Disabilities Act, 2001***TCDSB Policy Accessibility Standards for Services and Facilities (A.36)****TCDSB Policy Workplace Accommodation for Employees with Disabilities (H.M.38)****Appendix 'A' - TCDSB Multi-Year Accessibility Plan****Purpose:**

The Toronto Catholic District School Board ("TCDSB") is committed to providing an environment in all of its facilities that fosters independence, dignity, **and** respect, **and TCDSB is committed** to providing services that are free of barriers and biases to our students, parents/guardians, **trustees**, the public and our staff. The Board strives to ensure that the principle of equity of opportunity is reflected and valued in its learning and working environments.

The TCDSB is committed to ensuring that people with disabilities have the same opportunity of access to our services in a similar way as these services are available to all others we serve and is committed to meeting, in a timely manner, the accessibility needs of people with disabilities in the provision of services including those related to **learning**, information and communication, employment, and student transportation.



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Scope and Responsibility:

This policy applies to all operational policies and procedures in all facilities within TCDSB and applies to all members of the TCDSB community, including students, employees, **trustees**, volunteers and visitors. The Director of Education is responsible for this policy.

Alignment with MYP:

Living Our Catholic Values
Strengthening Public Confidence
Providing Stewardship of Resources
Inspiring and Motivating Employees

Financial Impact:

~~There may be significant financial impact to the Board for non-compliance in relation to the statutory obligations set within the *Accessibility for Ontarians with Disabilities Act*.~~

Legal Framework:

~~The TCDSB is obligated to comply with all statutory obligations in regards to accessibility for persons with disabilities on Board properties. The Board is dedicated to ensuring that the governing laws of Ontario, in relation to persons with disabilities, are adhered to by our staff, students, volunteers, visitors and members of the Catholic community.~~



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Policy:

~~Following the obligations set out in the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA), the TCDSB is dedicated to achieving service excellence in providing people with disabilities the ability to access and evacuate facilities, to utilize educational and training resources, to effectively use communication devices, to be informed of accommodations available during the employment selection process and for employees being returned to work through a process which accommodates the identified disability.~~

The Toronto Catholic District School Board is committed to maintaining an environment which actively promotes and supports human rights. As part of this commitment, the Board will make reasonable efforts to ensure that all policies, practices and procedures are consistent with the principles of independence, dignity, integration and equality of opportunity for persons with disabilities.

The TCDSB will identify barriers for people with disabilities through the process documented in the TCDSB's Multi-Year Accessibility Plan ([hyperlink](#)), primarily by the objectives of the TCDSB's Accessibility Working Group.

Regulations:

1. The TCDSB will **shall** make reasonable efforts **as required by the *Accessibility for Ontarians with Disabilities Act*** to ensure that policies, practices and procedures from the date of this policy forward are consistent with the principles of independence, dignity, integration and equity of opportunity to all with particular attention for persons with disabilities.



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~~2. The TCDSB will strive to ensure that its policies, practices and procedures are consistent with the core principals as outlined in the AODA.~~

2. The TCDSB will ensure that the policy and Multi-Year Accessibility Plan are communicated to the public in a manner that accommodates all disabilities.
 3. The Multi-Year Accessibility Plan shall be utilized in the TCDSB community and environment including students, staff, parents and guardians, volunteers and visitors to the Board and its schools.
 4. The Board of Trustees will ~~periodically~~ **annually** appoint external individuals to the Accessibility Working Group and will ~~periodically~~ approve the Multi-Year Accessibility Plan **at least once every five years.**
 5. The TCDSB will provide training to its employees and volunteers, ~~when~~ **as appropriate required.** All newly-hired employees will receive training as part of a mandatory orientation process.
- ~~4. To ensure greater awareness and responsiveness to the needs of a person with disabilities, the TCDSB will provide appropriate training for all staff who deal with the public or other third parties on behalf of the TCDSB.~~
6. Any communications with a person with a disability will take place in a manner respectful of the person's disability. **Information about our organization and its services in accessible formats or with communication supports will be provided upon request.**
 7. **The TCDSB will meet internationally-recognized Web Content Accessibility Guidelines (SCAG) 2.0 Level AA website requirements in accordance with Ontario's accessibility laws.**



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8. The TCDSB will advise that accommodations can be made during recruitment and hiring. Please see the TCDSB [Accessibility Standards for Services and Facilities policy \(A.36\)](#) and the [Workplace Accommodation for Employees with Disabilities policy \(H.M.38\)](#) for more a detailed description of the Board's obligations to accommodate persons with disabilities.
9. The TCDSB will notify staff that supports are available for those with disabilities. The TCDSB will put in place a process to develop individual accommodation plans for employees.
10. Where needed, the TCDSB will provide customized emergency information to help individuals with a disability during an emergency.
11. The TCDSB performance management, career development and redeployment processes will take into account the accessibility needs of all employees.
12. The TCDSB will meet accessibility standards when building or making major changes to public spaces. Public spaces include:
 - Outdoor play spaces
 - Outdoor paths of travel: sidewalks, ramps, stairs, and curb ramps
 - Accessible off-street parking
13. The TCDSB has procedures to prevent service disruptions to our accessible areas of our public spaces. ([TCDSB Notice of Disruption Document](#))
14. If accommodations are not met, individuals are encouraged to notify their area superintendent or the Superintendent of Human Resources.



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Definitions:

Accessibility Working Group

This group is comprised of key stakeholders and comes together **representing a variety of** ~~through a network of school system working groups~~ **and departments** to develop recommendations and improvements in providing a barrier-free environment in key areas of the TCDSB such as Student Special Services, Facilities, Educational and Training Materials, Communications Tools, Transportation and Human Resources. In accordance with the Multi-Year Accessibility Plan, the working group is required to consult with our students, staff and ~~Christian~~ community members who possess a disability.

Dignity

~~Goods and services are provided in a manner that is respectful to a person with a disability and does not diminish the person's importance.~~

Human beings, created in the image and likeness of God; have by their very existence an inherent value, worth, and distinction.

Disability

(a) Any degree of physical disability, infirmity, malformation or disfiguration 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 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.

(d) A mental disorder, or



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(e) An injury or disability for which benefits were claimed or received under an insurance plan, established under the *Workplace Safety and Insurance Act, 1997*; (“handicap”)

Equal Opportunity

Service is provided to persons with disabilities in a way that their opportunity to access goods and services is **equitable** ~~equal to that given to others~~.

Independence

Accommodating a person’s disability means respecting their right to do for themselves and to choose the way they wish to receive goods and services.

Integration

Persons with disabilities can access goods and services. This may require alternative formats and flexible approaches. It means inclusiveness and full participation.

Evaluation and Metrics:

1. The TCDSB’s Annual Accessibility Report will serve as an assessment and overview of the Board’s achievements and status in working to provide barrier-free facilities, services, employment and instruction to our staff, students, parents, volunteers and Catholic community.
2. Recommendations from the Accessibility Working Group or any advice provided to the Director of Education will be assessed, monitored and considered for implementation.
3. The Director of Education will annually update and attest compliance to the statutory obligations under the *Accessibility for Ontarians with Disabilities Act* to the Board of Trustees including any major initiatives to meet compliance or address efficiencies.



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4. Tracking those individuals who have sought assistance as per Regulation 14 and the outcome of any investigation to be included in an annual report to Trustees.