



Integrated Accessibility Standards

Date Approved: Nov 2012

Projected Review Date: Nov 2016

PURPOSE:

The purpose of this policy is to:

- demonstrate Hamilton-Wentworth District School Board's (HWDSB) commitment to providing services to our students, parents/guardians, the public and our staff that are free of barriers and biases;
- demonstrate our belief in the strength diversity brings to our communities,
- ensure that key principles of independence, dignity, integration and equality of opportunity are reflected and valued in our learning and working environment; and
- ensure that these key principles are reflected in all HWDSB policies, directives, and facilities.

GUIDING PRINCIPLES:

- HWDSB will provide an environment in all of its facilities that fosters independence, dignity and respect for our students, parents/guardians, the public and our staff.
- HWDSB 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.
- HWDSB is committed to meeting the accessibility needs of people with disabilities, in a timely manner, in the provision of services related to information and communication, employment, and student transportation.

INTENDED OUTCOMES:

HWDSB will provide an environment that builds independence, dignity and respect for our students, parents/guardians, the public and our staff.

HWDSB will provide people with disabilities the same opportunity of access to our services in a similar way as these services are available to all others we serve

RESPONSIBILITY:

Director of Education
Members of Executive Council

TERMINOLOGY:

Barriers to Accessibility: means anything that prevents a person with a disability from fully participating in all aspects of the services of HWDSB. This includes, but is not limited to:

Architectural barriers: may result from the design of the building, shape of rooms, size of doorways, or width of hallways, et cetera.

Physical barriers: refers to objects added to the environment, such as doors, windows, elevators, furniture, bathroom hardware, et cetera.

Information or communication barriers: barriers which make it difficult for people to receive or send information. For example, a person with a visual disability may not be able to read print materials, read signs, locate landmarks, or see a hazard. A person with an intellectual disability may not understand information that is not expressed in plain language.

Attitudinal barriers: refers to persons who do not know how to communicate with people with disabilities, or persons who display discriminatory behaviours.

Technology barriers: refers to devices such as computers, telephones, inadequate or inappropriate assistive technologies.

Systemic barriers: can result from an organization's policies, practices and protocols if they restrict persons with disabilities.

ACTION REQUIRED:

HWDSB will meet the requirements of the accessibility standards for information and communications, employment, and transportation, as required under the Accessibility for Ontarians With Disabilities Act (2005) and Regulation 191/11: Integrated Accessibility Standards.

PROGRESS INDICATORS:

HWDSB will provide services as required in the above legislation and monitored through the process of receiving and responding to feedback from the public and various constituency groups.

REFERENCES:

Government Documents

Accessibility for Ontarians with Disabilities Act, 2005 (AODA)
Accessibility Standard for Customer Service, Ontario Regulation 429/07
Integrated Accessibility Standard, Ontario Regulation 191/11
Ontario Human Rights Code
Ontarians with Disabilities Act, 2001 (ODA)
Workplace Safety and Insurance Act

HWDSB Strategic Directions

Achievement Matters
Engagement Matters
Equity Matters

HWDSB Policies

Accessibility for Customer Service
Accessibility for Customer Service Directives:
 Use of Assistive Devices by the General Public
 Notification of Disruption of Service
 Monitoring and Feedback on Accessible Customer Service

Use of Service Animals by the General Public
Use of Support Person by the General Public
Integrated Accessibility Standard Directives
Accessibility Plans
Accessibility in Employment
Accessibility Standards for Information and Communication
Accessibility Standards for Student Transportation
Equity Pillar
Human Resources Pillar
Foundation for a Healthy School and Workplace Pillar
Accommodation of Personnel
Hamilton-Wentworth District School Board Multi-Year Accessibility Plan
Long Term Facilities Master Plan