

HWDSB Multi-Year Accessibility Plan 2018-2022

Annual Update – June 2019

The Hamilton-Wentworth District School Board (HWDSB) continues to implement practices aimed at identifying, removing and preventing barriers to people with disabilities who work, learn, and participate in HWDSB's community and environment, including students, staff, parent(s)/guardian(s), volunteers and visitors to HWDSB and its schools. The plan is guided by HWDSB's Integrated Accessibility Standard Policy and Procedures, as well as HWDSB's Mission, Commitment and Priorities. Over the past school year, the following actions have been taken:

Customer Service

- implemented the position of Equity and Human Rights Officer;
- equity action plan - focussed on the identification and elimination of biases, barriers and discriminatory practices; creating the conditions for all to succeed; support for positive learning and workplace environments and enhancing inclusive community engagement;
- temporary ramp/lift to accommodate attendance at a school special event;
- procedures for requesting accommodations (temporary or longer-term) for students, parents, and/or public;
- plan of care for prevalent medical conditions for students (PPM 161);
- special education plan – focussed on providing supports for schools to enable learning in diverse and inclusive environments;
- enhancements to existing integrated accessibility standards training for all staff;
- established practice of using microphones to amplify speech and captioning videos for presentations at board training facility.

Design (Architectural and Physical)

- installations at CB Stirling: grab bars in washroom, door operators, removal of podium and relocation of furniture;
- installation of elevator at Sir Allan MacNab to provide access from the ground floor to the second floor and installation of lifts and/or ramps where applicable throughout the second floor to make the varying levels accessible;
- renovations at Westview including: replacement of existing ramp at front entrance; new barrier free door and ramp; installation of LULA lift; installation of two universal barrier free washrooms (one on ground floor and one on second floor); line painting in parking lot for bus drop off/ or barrier free parking spaces;
- construction of a new universal barrier-free washroom on main level at Adelaide Hoodless; installation of elevator;
- maintenance of grab bars and door openers at various locations to ensure ongoing usability.

Employment

- an updated Recruitment and Selection Policy and Procedure;
- created a standardized statement in job postings that informs applicants of the availability of accommodations during the recruitment and selection process;
- undertook a diversity audit to identify potential areas for improvement in the recruitment and selection process with respect to equity;
- individual accommodation plan creation process has been enhanced and formalized;
- enhancements to the Accommodation of Staff Procedure (fall 2019).

Information Services and Communications

- individualized technology accommodations for students and staff;
- websites, graphic materials, system learning databases, and e-books for staff and students are AODA compliant;
- information to students, staff and public about the International Day of Persons with Disabilities;
- upgraded communications system in the board training facility.

Transportation

- practices and equipment that facilitates accessible service for all students;
- use of vehicles purposely designed to accommodate students using a wheelchair or other mobility devices;
- use of vehicles equipped with specialized vests/harnesses to support students to ride safely;
- purposeful route scheduling that accommodates students requiring additional time to board/exit vehicles.