

ACCESSIBILITY

Statement of Policy

It is the policy of the Peel District School Board District School Board to provide an environment in all of its facilities that builds independence, dignity and respect for our students, parents/guardians, the public and our staff. The Peel District School Board is committed to the continual improvement of accessibility and the on-going removal of barriers in order to provide greater equity for all in accordance with the Accessibility for Ontarians with Disabilities Act (AODA). Our conduct will demonstrate our belief in the strength diversity brings to our communities.

This policy is aligned with and supports the principles and expectations of the Board's Human Rights policy (Policy 51) and the Equity and Inclusive Education policy (Policy 54). At all times, this policy should be interpreted to be consistent with the Board's policies and the *Human Rights Code*.

Guiding Principles

1. The Board will make all reasonable efforts to ensure that all policies, practices and procedures from the date of this policy forward are consistent with the principles of independence, dignity, integration and equality of opportunity to all with particular attention for persons with disabilities.
2. The Board will welcome all members of the school and broader community to our facilities by committing our staff and volunteers to provide services that respect the independence and dignity of persons with disabilities, such service to incorporate measures that include but are not limited to the use of assistive devices and service animals.
3. To ensure greater awareness and responsiveness to the needs of persons with disabilities, the Board will provide appropriate training for all staff who deal with the public or other third parties on behalf of the Board.
4. Training will be provided to all staff and, when appropriate, to volunteers. As new staff are hired, the training will become a component of their orientation training and will be provided within a reasonable timeframe.
5. The Board will ensure that its policies and procedures related to the Accessibility for Ontarians with Disabilities Act, 2005 are made available to the public and also ensure there is capacity to provide communication about these policies and procedures in a format that takes into account a person's disability.
6. In order to monitor the effectiveness of implementation of the Accessible Standards, the Board will develop a process for receiving and responding to feedback. Information about the feedback process will be readily available to the public and will allow people to provide feedback using a number of methods.

7. So that adherence to this policy can be achieved efficiently and effectively, the Board and all its managers and school-based administrators will take into account the impact on persons with disabilities when purchasing new equipment, designing new systems constructing new buildings or planning a new initiative.
8. The Board's Designated Representative will review the obligations as outlined by the AODA and advise the Board accordingly, to meet the legislative requirements.
9. The Board will also establish a process for consulting with staff and volunteers who have a role in implementing the expectations and procedures established under this policy to review its effectiveness.

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