

PROCEDURE

Re: **INTEGRATED ACCESSIBILITY STANDARDS REGULATION (IASR)**

Issued By: Dawn Flegel

Effective Date:

Reference: [HR-02 Accessibility \(AODA\)](#)

Commitment

The Sarnia-Lambton Children's Aid Society is committed to treating all people in a manner that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of persons with disabilities in a timely manner and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

As a requirement of the IASR, the Society will develop and maintain a multi-year phased in accessibility plan (2014 – 2021) that outlines the Society's strategies and actions to improve opportunities for persons with disabilities. Status reports will be posted.

Training

The Society is committed to training employees, volunteers including Board members, and foster care providers on Ontario's accessibility laws and on accessibility aspects of the Ontario Human Rights Code that apply to persons with disabilities.

Current training tools are utilized through the Child Welfare Institute, HR Downloads, Access Forward and the Ontario Human Rights Commission with new employees, volunteers, Board members and foster care providers trained as soon as reasonably practical within the Society's orientation program.

Information and Communication

The Society is committed to meeting the communication needs of persons with disabilities. Upon request we will provide information and communication materials in accessible formats at a cost that is no more than the regular cost charged to other persons.

The public will be notified about the availability of accessible format and communication supports as well as notification if the Society determines that it is not technically feasible to convert information or communications.

The Society will ensure that our website and content conform to WCAG 2.0, Level AA by January 1, 2021.

The Society will ensure that feedback processes are accessible to persons with disabilities upon request.

Employment

The Society is committed to fair and accessible employment practices to attract and retain employees with disabilities including providing accessibility throughout all stages of the employment cycle.

Accommodations are available, upon request, in relation to the materials and processes used during recruitment and selection.

The Society supports accommodation and return to work strategies through its current policies HS-12 and HR-59. Upon request from an employee, the Society will arrange for the provision of accessible formats and communication supports.

Accessibility needs of employees will be considered when using performance management tools and processes or when providing career development and advancement information such as job or professional development postings.

The Society will also provide employees with disabilities with individualized emergency response information when necessary. With the employee's request and consent, a person will be designated by the Society to provide assistance to the employee during an emergency.

Public Spaces

The Society will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces including our outdoor eating areas, play spaces, sidewalks, ramps, service counters and waiting areas.

Upon request, the Society will provide the public with available emergency information in an accessible way.

In the event of service disruption the Society will notify the public of the service disruption and alternatives available.
