

**ST. CLAIR CATHOLIC DISTRICT SCHOOL BOARD
POLICIES AND PROCEDURES
SECTION D: STAFF AND VOLUNTEERS**

INTEGRATED ACCESSIBILITY STANDARDS	POLICY
EFFECTIVE: 2012 11 27 / 2018 01 23	

POLICY STATEMENT:

The St. Clair Catholic District School Board recognizes the inherent dignity of all persons and is committed to meeting the needs of persons with disabilities, to enable full accessibility throughout the Board’s operations, including with respect to information, communication, employment and design of public spaces.

POLICY GOALS:

1. The St. Clair Catholic District School Board will be compliant with the Accessibility for Ontarians with Disabilities Act (2005) and Ontario Regulation 191/11, Integrated Accessibility Standards.
2. The Board will provide information in an accessible format or with appropriate communication supports as soon as practicable:
 - a. In a timely manner considering the person’s accessibility needs.
 - b. At no greater cost than the cost charged to any other person.
 - c. In consultation with the person making the request to determine suitability.
3. The Board will incorporate accessibility criteria and features when procuring or acquiring goods, services or facilities.
4. The Board will develop, implement and maintain standards in employment to accommodate the needs of persons with disabilities.
5. The Board will develop, implement and maintain standards in communication.
6. The Board will develop, implement and maintain standards with respect to the provision of information.
7. The Board will apply the requirements of the Design of Public Spaces Standards when constructing new or redeveloping existing public spaces.

DEFINITIONS:

“**Accessible formats**” may include, but are not limited to, large print, recorded audio and electronic formats, braille and other formats usable by persons with disabilities.

“**Communication supports**” may include, but are not limited to, captioning, alternative communication supports, plain language, sign language and other supports that facilitate effective communication.