

SIR SANDFORD FLEMING COLLEGE

POLICY MANUAL

POLICY NO. 3-341	APPROVED BY: BOARD OF GOVERNORS
DATE APPROVED: March 25 th , 2009 #7	SUPERCEDES:
SUBJECT: ACCESSIBILITY FOR PERSONS WITH DISABILITIES POLICY	

At Sir Sandford Fleming College, we believe in and promote the rights of all persons with disabilities as enshrined in the ***Canadian Charter of Rights and Freedoms***, the ***Ontario Human Rights Code***, the ***Accessibility for Ontarians with Disabilities Act (2005)*** and its related ***Accessibility Standards Regulations***. The College also affirms the rights of all persons, including those with disabilities, to have access to equal opportunity in employment, education, accommodation or business dealings with the College.

There is one minor revision to Section 12.0 of this Policy – the title of the Vice-President, Human and Organizational Development is now *Vice-President, Human Resources and Strategic Development*.

1.0 Principles

The College further affirms its commitment to promoting the following principles in all of its policies and interactions with persons with disabilities:

- Dignity - treating those with disabilities as customers and clients who are as valued and deserving of effective and full service as any other customer.
- Independence – freedom from control or influence of others; freedom to make your own choices.
- Integration – allowing people with disabilities to fully benefit from the same services, in the same place and in the same or similar ways as others.
- Equal opportunity – Treating those with disabilities in accordance with their individual merits, capabilities, circumstances or characteristics, rather than on the basis of stereotypical assumptions.

2.0 Objectives

In accordance with the aforementioned principles, the College strives to provide, short of undue hardship:

- a framework for the adoption of and compliance with all regulatory standards legislated by the government of Ontario vis-à-vis accessibility for Ontarians with disabilities;
- equal access to services, facilities and educational programs;
- equal opportunity in employment;
- a work and study environment that is free of discrimination;
- the continual improvement of access to college property, facilities and services;
- the development, publication, and review of its annual Accessibility Plan including participation of persons with disabilities;
- quality services – both what we deliver and how we deliver services – to all members of the college community.

All areas of the College are accountable for ensuring accessibility.

3.0 Framework

Consistent with the Accessibility for Ontarians with Disabilities Act's purpose of achieving "...accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodation, employment, buildings, structures and premises on or before January 1, 2025.", Fleming College strives to provide an accessible learning and work environment for all persons with disabilities who interact with the college,

This policy is a resource to the Fleming community in its efforts to ensure the College is accessible to persons with disabilities, and in compliance with the regulations set forth by the Government of Ontario. As such, this policy mirrors the regulatory standards developed by, or in development by, the government and its representatives on the standards development committees.

These regulatory standards include:

- 1) Standard for Accessible Customer Service (*Accessibility Standards for Customer Service, Ontario Regulation 429/07*)
- 2) Standard for Accessible Information and Communication (in development)
- 3) Standard for Accessible Employment (in development)
- 4) Standard for Accessible Transportation (in development)
- 5) Standard for Accessible Built Environments (in development)

To fulfill these commitments, Sir Sandford Fleming College will develop appropriate procedures, which will be monitored and reviewed, to ensure access and accommodation for all persons with disabilities.

4.0 Definitions

The definition of disability used in this policy is the same as that used by the Accessibility for Ontarians with Disabilities Act (2005) and the Ontario Human Rights Code. That is, a disability is:

- (a) any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,
- (b) a condition of mental impairment or a developmental disability,
- (c) a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,
- (d) a mental disorder, or
- (e) an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997;

5.0 Annual Accessibility Planning

As per the ***Accessibility for Ontarians with Disabilities Act (2005)***, Sir Sandford Fleming College will carry out annual Accessibility planning, with representatives from the disabled population of the Fleming community. The plan and report will be publicly available.

6.0 Accessible Customer Service

In its provision of goods and services to members of the public with disabilities, the College will do so following the principles of **independence, dignity, integration and equality of opportunity**.

In such cases where a person with a disability requires the use of their own personal **assistive devices** in order to access the goods and services provided by the College, they are welcome to do so. Assistive devices includes, but is not limited to the following examples: hearing aids, wheelchairs, electronic organizers, magnifying devices, electronic voice synthesizers.

Persons with disabilities who rely on the service of a **guide dog** or other **service animal**, are welcome to bring such animals with them to the College in order to access the goods and services provided. The only exception to this practice is where such animals are prohibited by law.

If the use of a **support person** is required in order to access the goods and services provided by the College, persons with disabilities are welcome to bring such support persons with them to the College. A support person may be a trained professional, friend or family member – whomever the person with a disability deems appropriate.

Further, in compliance with the Accessibility Standards for Customer Service, Ontario Regulation 429/07, the College shall:

- Use reasonable efforts to ensure that its policies, practices and procedures are consistent with the core principles of independence, dignity, integration and equality of opportunity.
- Ensure all members of the College community communicate with a person with a disability in a manner that takes into account his or her disability.
- Where admission fees are charged, provide notice ahead of time on what admission, if any, would be charged for a support person of a person with a disability.
- Provide notice when facilities or services that people with disabilities rely on to access or use the College's goods or services are temporarily disrupted.
- Train staff, volunteers, contractors and any other people who interact with the public or other third parties on the College's behalf on a number of topics as outlined in the customer service standard.
- Train staff, volunteers, contractors and any other people who are involved in developing College policies, practices and procedures on the provision of goods or services on a number of topics as outlined in the customer service standard.
- Establish a process for people to provide feedback on how the College provides goods or services to people with disabilities and how the College will respond to any feedback and take action on any complaints. Additionally, the College shall make the information about its feedback process readily available to the public.

- Communicate all these services and procedures to the public in an accessible manner, including their provision in alternative formats. This includes positing this policy, the annual plan and report and associated documentation on the College's website.

7.0 Standard for Accessible Information and Communication

The College is committed to ensuring its communications and information are accessible. This aspect of the policy will be developed more fully once the relevant regulation is developed and proclaimed as law by the government of Ontario.

8.0 Standard for Accessible Employment

The College is committed to ensuring its employment practices are accessible. This aspect of the policy will be developed more fully once the relevant regulation is developed and proclaimed as law by the government of Ontario.

9.0 Standard for Accessible Transportation

The College is committed to ensuring its transportation services are accessible. This aspect of the policy will be developed more fully once the relevant regulation is developed and proclaimed as law by the government of Ontario.

10.0 Standard for Accessible Built Environments

The College is committed to ensuring its buildings are accessible. This aspect of the policy will be developed more fully once the relevant regulation is developed and proclaimed as law by the government of Ontario.

11.0 College Contact

Questions regarding accessibility and/or this policy can be directed to the Diversity Office.

12.0 Authority

All areas of the College are accountable for ensuring that the principles of this policy are upheld. However, it is the responsibility of the Vice-President, Human Resources and Strategic Development to ensure that this policy is reviewed every three years and as required to ensure adherence to developing law (i.e., regulatory standards for accessibility).

S/he draws the authority for this from the Board Policy on "Accessibility for Persons with Disabilities" 3-341 dated March 25, 2009.