

AODA: GENERAL ACCESSIBILITY POLICY

BACKGROUND

This policy is intended to help learners achieve their full potential and to meet the requirements of the Integrated Accessibility Standards, Ontario Regulation 191/11 (IASR) set forth under the Accessibility for Ontarians with Disabilities Act, 2005, as they apply to Northern College.

SCOPE

This policy shall apply to every person who deals with members of the public or their agents on behalf of Northern College, whether the person is an employee, agent, volunteer or otherwise.

STATEMENT OF COMMITMENT

Based upon the principles of dignity, independence, integration, and equal opportunity, Northern College is committed to continually improving access, both physical and attitudinal, to facilities, programs, information resources, goods and services, and employment. Northern College, in accordance with the Accessibility for Ontarians with Disabilities Act, 2005, shall meet the needs of persons with disabilities in a timely manner.

GENERAL REQUIREMENTS

Policies addressing the General Requirements outlined in Part I of the IASR are outlined below:

1. Establishing Accessibility Policies and Plans
2. Procuring or Acquiring Goods, Services or Facilities
3. Procuring or Acquiring Self-service Kiosks
4. Providing Training

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1. Establishing Accessibility Policies and Plans

a) Northern College will develop policies governing how it will achieve accessibility through the requirements of the Integrated Accessibility Standards Regulation.

Northern College will:

- include in these policies a statement of its commitment to meeting the accessibility needs of persons with disabilities in a timely manner.
- implement these policies in all aspects of its operations.
- make the policy documents publicly available, and in an accessible format upon request.

b) Northern College will establish a multi-year accessibility plan outlining its strategy to prevent and remove barriers, and meet its requirements under the IASR.

Northern College will:

- establish this plan in consultation with persons with disabilities or an advisory committee.
- post this accessibility plan on its website (if applicable) and provide the plan in an accessible format upon request.
- review and update its accessibility plan once every five years in consultation with persons with disabilities or an advisory committee.

c) Each year, Northern College will prepare an annual status report on the steps taken to implement the accessibility plan, post this status report on its website (if applicable), and provide it in an accessible format, upon request.

2. Procuring or Acquiring Goods, Services or Facilities

Northern College will incorporate accessibility criteria and features when procuring or acquiring goods, services or facilities, except where it is impracticable to do so.

3. Procuring or Acquiring Self-Serve Kiosks

Northern College will incorporate accessibility features when designing, procuring or acquiring self-service kiosks.

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4. Providing Training

Northern College will provide training for its employees and volunteers regarding the IASR and the Ontario Human Rights Code.

Training will be provided for those responsible for developing college policies, and for all others who provide goods, services or facilities on behalf of Northern College.

The college will ensure that new employees receive training as soon as practicable.

DEFINITIONS

Kiosk – an interactive electronic terminal, including a point-of-sale device, for public use that allows users to access one or more services or products.

Approved:

Fred Gibbons, President

Date: *December 17, 2019.*

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