

Policy P203: Accessibility for Persons with Disabilities - Overview

Fanshawe College embraces the requirements of the Accessibility for Ontarians with Disabilities Act (AODA) and is committed to providing access and support to all students, employees and visitors by having a barrier-free learning and working environment to enable academic and employment success.

The College policy applies to all community members which includes students, employees, members of the Board of Governors, members of Boards and committees established by the College, volunteers, contractors, individuals providing service or research, individuals or groups who rent or use College facilities, visitors, applicants and guests.

The College uses reasonable efforts to ensure its policies, practices and procedures address the AODA Standards in our daily operations, and that they are consistent with the principles of independence, dignity, integration and equal opportunity.

To achieve our accessibility goals we:

- Establish accessibility policies; prepare annual reports on accessibility activities; and a multi-year plan;
- Train our employees, volunteers and others who are involved in developing policies, practices and procedures on the requirements of the Accessibility Standards; the Human Rights Code; and the provision of our goods, services or facilities;
- Incorporate accessibility when procuring goods, service and facilities;
- Make self-serve kiosks accessible;
- Provide notice when our facilities or services are temporarily disrupted, provide alternative accessible routes;
- Provide accessible feedback processes so people with disabilities can provide feedback on our goods, services and facilities and we can respond directly;
- When requested provide accessible formats and communication supports in a timely manner, at no additional cost;
- When requested provide emergency procedures, plans and public safety information in accessible format or with appropriate communication supports;
- Make our website and web content accessible;
- Provide student records, program information and requirements, educational materials, training resources and library materials, in an accessible format, when requested;
- Train our educators with accessibility awareness related to accessible program or course delivery and instruction;
- Notify employees and the public about the availability of accommodation during our recruitment and selection processes and provide suitable accommodation, when requested;
- Notify new and existing employees about accommodation policies and advise them when these policies change;
- Provide accessible formats and communication supports to employees when requested;
- Provide individualized workplace emergency response information to employees with disabilities and review the information whenever the employee moves to a different location, the employee's needs change or when reviewing emergency policies;
- Develop comprehensive accommodation plans and, or return to work plans and processes to facilitate an employee's return to work;

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- Take into account an employees' accessibility needs during the performance management process, career development, advancement process, redeployment and job changes;
- Procure transportation services from a provider that provides accessible vehicles;
- Ensure our newly constructed or redeveloped outdoor public spaces and newly constructed service counters, fixed queuing guides and waiting areas meet the standards;
- Have preventative and emergency maintenance systems in place to ensure our facilities are well maintained

This document is an overview of policy P203: Accessibility for Persons with Disabilities and is available in an alternate format on request.

Refer to Policy P203: Accessibility for Persons with Disabilities for further information.

<https://www.fanshawec.ca/sites/default/files/assets/policies/pdf/p203.pdf>.