# SUPERIOR-GREENSTONE DISTRICT SCHOOL BOARD

Section SCHOOLS AND STUDENTS 719

Policy Name ACCESSIBILITY

Management Guideline Applies

Board Approved: September 24, 2019 Review by: December 2021

April 20, 2010

### **POLICY**

Superior-Greenstone District School Board ( ) is committed to promoting learning and working environments that support human rights and accessibility for persons with disabilities. SGDSB will do so by removing and preventing barriers to accessibility and by meeting accessibility requirements under Accessibility for Ontarians with Disabilities Act, 2005 and the corresponding Ontario Regulation 191/11, Integrated Accessibility Standards.

## **APPLICATION AND SCOPE**

This Policy applies to all employees and Trustees at SGDSB. The Policy also covers students, parents/guard

"accommodation" is a means, through reasonable efforts, of preventing and removing barriers that impede individuals with disabilities from participating fully in the services of SGDSB and the SGDSB workplace.

### **RATIONALE**

SGDSB believes that excellence in education is founded on respect for the dignity and humanity worth of all individuals and the development of human potential, enabling individuals and groups to participate and contribute fully within a diverse society. Equity, valuing diversity and inclusion are related yet distinct concepts that form the foundation of social justice and reflect values such as fairness, empathy, and respect for the dignity of all human beings.

Practicing equity involves eradicating attitudes, actions, structures and systems that result in discrimination and exclusion. To this end, the SGDSB is committed to the continual improvement of accessibility and the on-going removal of barriers in order to provide greater equity for all.

### **OBJECTIVES**

- SGDSB is committed to meeting accessibility needs of persons with disabilities in a timely manner. SGDSB also recognizes it has a duty to accommodate the needs of persons with disabilities.
- 2. SGDSB will on an on-going basis endeavor to ensure that all policies, practices and procedures are consistent with the principles of independence, dignity, integration and equality of opportunity to all with particular attention to persons with disabilities.
- SGDSB will provide training on the AODA, the requirements and the Ontario Human
  Rights Code as it pertains to persons with disabilities, for all staff and volunteers who deal
  with the public or other third parties on behalf of SGDSB. Training will be appropri0()-4(pe)≥80.00000912

- 21. SGDSB will review the effectiveness of the practices and procedures established under this policy as per SGDSB policy review process.
- 22. SGDSB will maintain a Multi-Year Accessibility Plan which outlines its strategy to identify, prevent and remove barriers to persons with disabilities in relation to customer service, information, communication and customer service, employme695.02 Tm0 g0 Gcus77u 230cce4(wg13(on)3