

physical barrier, an architectural barrier, information or communications barrier, an attitudinal barrier, or a technological barrier.

a 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

1. 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 improve its policies, procedures and processes to ensure that its procedures are consistent with the principles of independence, dignity, integration and equality of opportunity to all with particular attention to persons with disabilities.

accessible formats and communications supports. If information or communications are unconvertible, it will provide an explanation why and provide a summary of the unconvertible information or communication.

8. SGDSB will make its website and web content conform with Web Content Accessibility Guidelines (WCAG) 2.0 in accordance with the requirements, unless it is not practicable to do so.
9. SGDSB will provide upon request, education or training related information such as program information, educational and training resources and student records in an accessible format or provide a comparable resource in accessible or conversion ready format.
10. SGDSB's school libraries if available, upon request, will provide accessible or conversion ready versions of print resources and materials to students with disabilities.
11. SGDSB, upon request, will make accessible or conversion-ready versions of any educational or training textbooks and print-based educational or training supplementary learning resources that it produces.
12. SGDSB will notify employees, potential hires and the public about the availability of accommodation for applicants with disabilities in its recruitment and selections processes.
13. SGDSB, upon request, will provide suitable accessible formats and communications supports for job and employee-related information to employees with disabilities.
14. SGDSB will provide individualized workplace emergency response information to employees who have a disability, if necessary and if SGDSB is aware of the need for accommodation.
15. SGDSB will develop and maintain individual accommodation plans for employees with disabilities based on needs due to disability. SGDSB will develop and maintain a return to work plan for employees who have been absent from work due to a disability.
16. SGDSB will take into account the needs of employees with disabilities as well as their individual accommodation plan when using the performance management process, providing career development (professional development) or redeployment.
17. SGDSB and all its managers and school-based administrators will incorporate accessibility criteria and features when procuring or acquiring goods, services or facilities, except if it is not possible and practical to do so. If it is not possible or practical to do so, it will provide an explanation upon request.
18. SGDSB will make new and redeveloped public spaces that it constructs, accessible. SGDSB will provide notice of temporary disruptions when accessible elements such as accessible parking and ramps in the spaces it constructs or redevelops are not in working order.
19. In order to monitor the effectiveness of implementation of the Accessible Customer Service Standard, SGDSB will develop a process for receiving and responding to feedback. Information about the feedback process will be available to the public on SGDSB and will allow people to provide feedback using a variety of methods.
20. SGDSB will create a feedback process that will review the implementation of this policy with SGDSB (SEAC), f

21. SGDSB will review the effectiveness of the practices and procedures established under this policy as per SGDSB