

Ottawa Foyers Partage		
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Policy Number 4.17		Initial Effective Date
Effective Date May 26, 2014		Revisions May 26, 2014
Approved by Board	Signature	

4.17 ACCESSIBILITY POLICY

Ottawa Foyers Partage works to remove accessibility barriers and to prevent future barriers for the persons it serves, its employees, its volunteers and all other individuals who have dealings with OFP.

Ottawa Foyers Partage is committed to meeting the accessibility requirements under the Accessibility for Ontarians with Disabilities Act and the Ontario Regulation 191/11 Integrated Accessibility Standards.

Ottawa Foyers Partage will develop a multi-year accessibility plan designed to implement this policy. Individual elements of this plan will come into force in accordance with the schedule prescribed by the Ontario Regulation 191/11 and detailed in the multi-year accessibility plan.

a) General Requirement of Ontario Regulation 191/11

i) Training:

Ottawa Foyers Partage will provide training to employees and volunteers as required on the requirements of Ontario Regulation 191/11 and on the Human Rights Code as it relates to people with disabilities.

b) Information and Communications Requirements of Ontario Regulation 191/11

Ottawa Foyers Partage will consult with its residents and clients to determine their information and communication needs and desires and will take action to meet these needs and desires.

i) Feedback:

Ottawa Foyers Partage will ensure that feedback processes are available to its residents, clients and their advocates by providing or arranging for the provision of accessible formats and communication supports, upon request. Ottawa Foyers Partage will use these same processes to respond to any representations from its residents, clients and their advocates.

ii) Publicly available information:

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Ottawa Foyers Partage will ensure that on request, its publically available information will be provided in an accessible format in a timely manner for persons with disabilities and in consultation with the person making the request. Ottawa Foyers Partage will notify residents, clients and other persons requiring such supports of the availability of accessible formats and communication supports.

iii) Accessible emergency information:

Ottawa Foyers Partage is committed to providing residents and clients with emergency information in an accessible format upon request.

iv) Website:

Ottawa Foyers Partage is committed to ensuring that its internet website and web content conform to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0, initially at level A and increasing to level AA.

c) Employment Requirements of Ontario Regulation 191/11

Ottawa Foyers Partage is committed to fair and accessible employment practices in all aspects of the employment relationship, including recruitment, selection process, hiring process, employment support, return to work practices and performance evaluation procedures.

Ottawa Foyers Partage is committed to providing workplace emergency response information to an employee if Ottawa Foyers Partage is aware of the need for accommodation due to the employee's disability.