

PROCEDURE

SO-031

ACCESSIBILITY	
Superintendent Responsible: Superintendent of Education, Specialized Services	Initial Effective Date: 2021/01/25
Last Updated: 2025/10/02	Next Review Date: 2029/10/02

Purpose:

To provide the process followed to provide accessibility accommodations that foster independence, equity of opportunity, dignity and respect for student(s), parent(s)/caregiver(s), employees and the community, in accordance with the Accessibility Standards Regulation (IASR) of the Accessibility for *Ontarians with Disabilities Act* (AODA).

Guiding Principles:

- 1.0 All employees will participate in Accessibility Awareness Training.
- 2.0 Training for employee(s) of the Grand Erie District School Board (Grand Erie) on the *Ontario Human Rights Code* as it pertains to persons with disabilities and the Integrated Accessibility Standards Regulation (IASR) will be provided when required.
- 3.0 A record of the training, including the names of those trained and the dates on which the training was provided, shall be kept.
- 4.0 Employees will consider the impact on persons with disabilities when purchasing new equipment, developing or building new spaces, designing new systems, planning a new initiative and providing accessible means of transportation wherever deemed appropriate.

Accessibility Committee

- 1.1 A committee will be struck to prepare a multi-year accessibility plan in relevant years. Annual progress reports will be completed in the interim years.

Accessibility Implementation

The Accessibility Awareness Implementation Manual shall be used for training and daily operation.

Definitions:

Disability:

Disability covers a broad range and degree of conditions, some visible and some not visible. A disability may have been present from birth, caused by an accident, or developed over time.

Accessibility:

Accessibility is defined as that which enables people to achieve their full potential.

Barrier:

A barrier means anything that prevents a person with a disability from fully participating in all aspects of society because of their disability, including a physical barrier, an architectural barrier, an information or communications barrier, an attitudinal barrier, a technological barrier, policy or a practice; ("obstacle")

Accommodation:

An accommodation is a means, through reasonable efforts, of preventing and removing – in a timely manner - barriers that impede individuals with disabilities from participating fully.

Reference(s):

- Accessibility Policy (SO-30)
- [Accessibility for Ontarians with Disabilities Act 2005 \(AODA\)](#)
- *Accessibility Standards for Customer Service, Ontario Regulation 429/07*
- Animals in Schools, Including Student Use of Guide Dogs, Service Dogs and Service Animals Policy (SO-33)
- Animals in Schools, Including Student Use of Guide Dogs, Service Dogs and Service Animals Procedure (SO-033)
- Equity and Inclusive Education Policy (SO-14)
- Grand Erie's Multi-Year Accessibility Plan, 2022-27
- Accessibility Awareness Implementation Manual
- *Integrated Accessibility Standard Regulation (IASR), Ontario Regulation 191/11*
- [Municipal Freedom of Information and Protection of Privacy Act, R.S.O. 1990, c.M.56](#)
- Management of Potentially Life-Threatening Health Conditions. Including Administration of Medication, in Schools Policy (SO-30)
- Management of Potentially Life-Threatening Health Conditions, Including Administration of Medication, in Schools Procedure (SO-030)
- *Ontario Human Rights Code*
- Volunteers Procedure (SO-126)