

HUMAN RESOURCES Policy and Procedures

Approved By:	Executive Director	Policy No:	HR 5-10
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Supersedes:	October 2, 2018; April 30, 2013		
References:	Accessibility for Ontarians with Disabilities Act, 2005		

ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT STATEMENT OF COMMITMENT

1.0 PURPOSE

The Accessibility for Ontarians with Disabilities Act (AODA) is a Provincial Act with the purpose of developing, implementing, and enforcing accessibility standards in order to achieve a fully accessible Ontario by 2025. This document outlines the Agency's Statement of Commitment to comply with the AODA.

2.0 SCOPE

This Policy applies to all clients, employees, students, volunteers, resource caregivers, and board members.

3.0 DEFINITIONS

None

4.0 POLICY STATEMENT/ STATEMENT OF COMMITMENT

4.1 The Children's Aid Society of Oxford County is committed to providing an accessible environment for all stakeholders including our clients, employees, students, resource caregivers, volunteers, job applicants, and any visitors who may enter our premises, access our information, or use our services. We are committed to providing service in a manner that respects the dignity, independence, integration, and equal opportunity of all people with disabilities in order to ensure that they may benefit from the same services, in the same place, and in a similar way as any other person.

4.2 As an organization, we respect and uphold the requirements set forth under the Accessibility for Ontarians with Disabilities Act, and related Standards and Regulations.

4.3 The Children's Aid Society of Oxford County understands that we have a responsibility to ensure a safe, dignified, and welcoming environment for everyone. We are committed to ensuring our organization's compliance by incorporating accessibility legislation into our policies, procedures, training, and best practices. We review these policies and practices annually, as

organizational changes occur, or in anticipation of compliance deadlines. In addition, we strive to meet the needs of individuals with disabilities in a timely and effective manner.

- 4.4 Providing an accessible and barrier-free environment is a shared effort, and as an organization, we are committed to working with the necessary parties to make accessibility for all a reality. For more detailed information on our accessibility policies, plans, and training programs, please contact:

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5.0 PROCEDURES

- 5.1 The Children's Aid Society of Oxford County complies with the Accessibility for Ontarians with Disabilities Act and related Standards and Regulations.

6.0 RELATED DOCUMENTS

Policy & Procedure: AODA Standards for Customer Service

Policy & Procedure: IASR Employment Standards

Policy & Procedure: IASR Information and Communication Standard

Policy & Procedure: IASR Transportation and Design of Public Spaces Standard

7.0 APPENDICES

None