

BUSINESS AND BOARD ADMINISTRATION	3000
ACCESSIBILITY POLICY	3100

1. Rationale

Lakehead District School Board (LDSB) upholds human rights in accordance with the 7030 Human Rights and Workplace Harassment Policy. Lakehead District School Board promotes accessibility for persons with disabilities informed by the four principles dignity, independence, integration, and equality of opportunity.

2. Policy

Lakehead District School Board is committed to promoting learning and working environments that support human rights and accessibility for persons with disabilities. Lakehead District School Board will do so by removing and preventing barriers to accessibility and by meeting requirements according to the Accessibility for Ontarians with Disabilities Act (AODA), 2005 and the corresponding Integrated Accessibility Standards.

Application and Scope

This policy applies to all employees and trustees at LDSB. The policy also covers students, parents/guardians, volunteers, contractors, customers of LDSB and other members of organizations not related to LDSB, but who, nevertheless, work on or are invited on to LDSB premises or utilize L

Disability is defined in the Ontario Human Rights Code as:

any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device;

a condition of mental impairment or a developmental disability;

a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language; and

a mental disorder, or an injury or disability, for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.

Service Animal is an animal that is being used to provide support to a person with a disability and this is either readily apparent or is supported by a letter from a regulated health professional. Service animals are working animals.

Support Person is a person who assists or interprets for a person with a disability as they access the services of LDSB. A support person is distinct from an employee who supports a student in the system.

Third Party Contractor is any person or organization acting on behalf of or as an agent of LDSB (e.g., bus operators, psychologists).

4. Objectives

- 4.1 Lakehead District School Board is committed to meeting accessibility needs of persons with disabilities in a timely manner. Lakehead District School Board recognizes it has a duty to accommodate the needs of persons with disabilities.
- 4.2 Lakehead District School Board will endeavour to ensure that all policies, practices and procedures are consistent with the principles of independence, dignity, integration and equality of opportunity for persons with disabilities.
- 4.3 Lakehead District School Board 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 LDSB. Training will be appropriate to their duties and will be provided as soon as practicable.
- 4.4 Lakehead District School Board will ensure that its policies and procedures related to the AODA are made available to the public and LDSB community members, and also ensure there is capacity to provide communication about these policies and procedures

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- 4.15 Lakehead District School Board will develop and maintain individual accommodation plans for employees with disabilities based on needs due to disability. Lakehead District School Board will develop and maintain a return to work plan for employees who have been absent from work due to a disability.
- 4.16 Lakehead District School Board 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.
- 4.17 Lakehead District School Board 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. This includes acquiring transportation.

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5. Review

This policy will be reviewed in accordance with 2010 Policy Development and Review Policy.

<u>Cross Reference</u>	<u>Date Approved</u>	<u>Legal Reference</u>
Lakehead Public Schools Multi-Year Accessibility Plan	December 15, 2009	Accessibility for Ontarians with Disabilities Act, 2005 (AODA)
1020 Equity and Inclusive Education Policy	<u>Date Revised</u> March 26, 2013	Accessibility Standards for Customer Service, Ontario Regulation 429/07
3030 Purchasing Policy	June 22, 2021	Integrated Accessibility Standards, Ontario Regulation 191/11
7030 Human Rights and Workplace Harassment Policy		Ontario Human Rights Code
3040 Transportation Policy		
8075 Service Animals in Schools Policy		