



# Accessibility Policy Statement

## January, 2013

### Policy Statement

It is the policy of the Waterloo Catholic District School Board to provide an environment in all of its facilities that fosters independence, dignity and respect. The WCDSB is committed to providing services that are free of barriers and biases to our students, parents/guardians, the public and our staff. We strive to ensure that the principle of equity of opportunity is reflected and valued in our learning and working environments. Our conduct will demonstrate our belief in the strength that diversity brings to our communities and the appropriate training will be provided to ensure all staff who deal with members of the public or other third parties and every person who participates in developing the policies, practices and procedures governing the provision of goods or services to members of the public or other third parties complete accessibility training.

We are committed to ensuring that people with disabilities have the same opportunity of access to our services in a similar way as these services are available to all others we serve. We are committed to meeting, in a timely manner, the accessibility needs of people with disabilities in the provision of services including those related to information and communication, employment, and student transportation.

### Legal Framework

- √ *Ontarians with Disabilities Act, 2001 (ODA)*
- √ *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*
- √ Ontario Regulation 191/11 – Integrated Accessibility Standards
- √ Ontario Regulation 429/07 -- Accessibility Standards for Customer Service
- √ Ontario Human Rights Code

### Board References

- √ Board Policy I 001 – *“Ends”*
- √ Board Policy IV 002 – *“Treatment of the Public”*
- √ Board Policy IV 003 – *“Treatment of Students”*
- √ Board Policy IV 004 – *“Treatment of Staff”*
- √ Board Policy IV 009 – *“Asset Protection”*
- √ APC 001 -- Communication Guidelines for Parents and Staff
- √ WCDSB Multi-year Accessibility Plan