Northeastern Catholic District School Board

ACCESSIBILITY STANDARDS	
Policy Number: F-1	**Authority: 17-221/20-114/23-116/24-147**

POLICY STATEMENT

The Northeastern Catholic District School Board (NCDSB) is committed to providing services to our students, parents, guardians, staff, and our community partners that are free of barriers and biases. The NCDSB strives to ensure that key principles of independence, dignity, integration and equality of opportunity are reflected and valued in our learning and working environments. The NCDSB is also committed to ensuring that all people have the same access to our services. The NCDSB commits to the continuous improvement of access to our facilities, schools, and services for all members of our communities.

REFERENCES

Accessibility for Ontarians with Disabilities Act, 2005
Ontarians with Disabilities Act, 2001
Workplace Safety and Insurance Act, 1997
Integrated Accessibility Standards Ontario Regulation 191/11
Ontario Human Rights Code
NCDSB Multi-Year Accessibility Plan

DEFINITIONS

Accessibility
The design and delivery of environments, services, programs, information, communications, and employment practices in a manner that enables all individuals, including persons with disabilities, to participate fully and independently.

Accommodation
Reasonable adjustments or supports that enable individuals to access and participate equitably in learning, employment, programs, services, and activities, in accordance with applicable legislation.

Barrier
A policy, practice, procedure, physical feature, attitude, or circumstance that limits or prevents an individual from fully participating in learning, employment, programs, services, or activities.

Disability
A physical, mental, developmental, learning, sensory, or other condition that may affect an individual's ability to participate fully in learning, employment, or daily activities, as defined by applicable legislation.

POLICY REGULATIONS

1.0 Ensure that Board programs, services, information, and communications are accessible and delivered in a manner that respects the dignity, independence, integration, and equal opportunity of persons with disabilities, in accordance with the *Accessibility for Ontarians with Disabilities Act* and its accessibility standards.

2.0 Provide accessible learning and working environments that promote accessibility, inclusion, and equal opportunity.

3.0 Identify, prevent, and remove barriers by promoting accessible and inclusive design in Board facilities, programs, services, information, communications, and employment practices.

4.0 Provide reasonable accommodations that support equitable access to learning, employment, and Board services in accordance with applicable legislation.

5.0 Develop, implement, and review accessibility plans and administrative procedures that support continuous improvement and legislative compliance.

6.0 Promote awareness and understanding of accessibility by supporting education, training, and shared responsibility throughout the NCDSB.

7.0 Review and revise administrative procedures to ensure compliance with accessibility legislation and the Board's commitment to accessible learning and working environments.