



ST. JOSEPH'S CARE GROUP

# Accessibility Standards

**POLICY**

**Number: AD-01-160**

**Manual:** Global Administrative Manual

**Approval Date:**

September 21, 2022

**Section in Manual:** Administrative - General

**Approved by:** Board of Directors

**Cross References:** AD-01-161

## Preamble

The Accessibility for Ontarians with Disabilities Act, 2005 (AODA) provides a way for Ontario to become barrier-free. The purpose of this Act is to benefit all Ontarians by:

- developing, implementing and enforcing accessibility standards in order to achieve accessibility for Ontarians with disabilities, on or before January 1, 2025.
- providing for the involvement of persons with disabilities, government and representatives of different sectors in the development of the standards.

## Policy Statement

St. Joseph's Care Group (SJCG) is committed to improving accessibility to people with disabilities by meeting the requirements of the AODA accessibility standards, as enacted, within the prescribed time-lines as outlined in the following regulations:

- Accessibility Standards for Customer Service – Regulation 429/07.
- Integrated Accessibility Standards – Regulation 191/11.

This policy applies to our clients and families, staff, volunteers, and students.

A multi-year accessibility plan outlining SJCG's strategy to prevent and remove barriers and meet all the regulatory requirements under the AODA is developed, implemented

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and maintained by the Accessibility Steering Committee. The plan is updated annually, made available to the public on the SJCG website, and provided in an accessible format or communication support, upon request.

## Definitions

The following are the definitions of disability and barrier under the AODA, 2005.

### Disability

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A disability is defined as:

- a) 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,
- b) a condition of mental impairment or a developmental disability,
- c) a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,
- d) a mental disorder, or
- e) an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.

### Barrier

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A barrier is defined as anything that prevents a person with a disability from fully participating in all aspects of society because of his or her disability, including a physical barrier, an architectural barrier, an information or communications barrier, an attitudinal barrier, a technological barrier, a policy or a practice.

## Reference

Accessibility for Ontarians with Disabilities Act, 2005.