

## Accessibility for Ontarians with Disabilities Act (AODA) Integrated Accessibility Standards Regulation Policy

### Statement of Commitment

Our Children, Our Future/Nos enfants, notre avenir (OCOF/Nena) is committed to treating all individuals in a way that allows them to maintain their dignity and independence. We are committed to meeting the needs of people with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act (AODA).

### Training

OCOF/Nena is committed to training employees and volunteers on Ontario's accessibility laws and on accessibility aspects of the Ontario Human Rights Code that apply to persons with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers, and Board of Directors.

### Information and Communications

OCOF/Nena is committed to meeting the communication needs of people with disabilities. When asked, we will provide information and communications materials in accessible formats or with communication supports. This includes publicly available information about our services and facilities, as well as publicly available emergency and safety information.

OCOF/Nena will consult with people with disabilities to determine their information and communication needs.

We will ensure existing feedback processes are accessible to people with disabilities upon request.

### Employment

OCOF/Nena is committed to fair and accessible employment practices.

We will notify the public and employees that, when requested, we will accommodate disabilities during recruitment and assessment processes and when people are hired.

If needed, we will create an individual accommodation plan and/or workplace emergency information for any employees who have a disability.

Our performance management, career development, redeployment, and return-to-work processes will take into account the accessibility needs of employees with disabilities.

### Design of Public Spaces

OCOF/Nena will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces. Public spaces including:

- Waiting areas
- Eating areas
- Play spaces
- Outdoor paths of travel, like sidewalks, ramps, stairs, curb ramps, rest areas and accessible pedestrian signals
- Accessible off street parking

For more information on this policy, please contact our Executive Director at 705-677-0440 ext. 226 or via email at [susan.nicholson@ocof.net](mailto:susan.nicholson@ocof.net)

### Attachments

Multi-Year Accessibility Plan