

Moosonee District School Area Board Multi-Year Accessibility Plan

This 2020-24 accessibility plan outlines the procedures and actions that the Moosonee District School Area Board (the Board) will put in place to improve accessibility for all.

Statement of Commitment

The Board is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of all people in a timely manner with respect, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

Accessible Emergency Information

The Board is committed to providing students, staff and the public with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities individualized emergency response information when requested, to meet their needs.

Training

The Board will provide training to employees, volunteers and other staff members on Ontario's accessibility laws and on the Human Rights Code. Training will be provided in a way that best suits the duties of employees, volunteers and other staff members.

The Board took, and will continue to take the following steps to ensure employees were provided with the training needed to meet Ontario's accessible laws by January 1, 2015.

- Employees will be made aware of the board accessibility policy - posted on MDSAB website.
- Employees have received the on-line training, Accessibility in 4 Steps. New employees will receive this training upon hire.
- New employees will be made aware of the board accessibility policy and be trained in all related areas within twenty (20) school days of starting their position.

Information and Communications

The Board is committed to meeting the communication needs of all school community members' needs. We will consult with all individuals and stakeholders to determine their information and communication needs. A contact list will be developed to include, but is not limited to:

- Cree interpreters
- Written communication in Cree
- ASL interpreter
- Braille communication

The Board took the following steps to ensure that all new websites and content on those sites are in compliance with WCAG 2.0, Level A by June 30, 2016:

- Consult with internal personnel and the external website developer to ensure understanding and implementation of the required technical standards, including an audit performed by external website developer for compliance with WCAG 2.0

The Board took the following steps to ensure existing feedback processes are accessible to all upon request by June 30, 2016.

- Conduct a review of all feedback processes across the organization (internally and externally)
- Determine what accessible formats and communication supports we will provide upon request, and how they will be provided

The Board took the following steps to make sure all publicly available information is made accessible upon request by June 30, 2016.

- Determine what accessible formats and communication supports we will provide to persons with disabilities.

The Board took the following steps to make all websites and content compliant with WCAG 2.0, Level AA by January 1, 2021.

- Consult with internal personnel and external website developer to ensure understanding and implementation of the required technical standards, including an audit performed by external website developer for compliance with WCAG 2.0

Recruitment

The Board is committed to fair and accessible employment practices.

We will take the following steps to notify the public and staff that, when requested, the Board will accommodate people with disabilities during the recruitment and assessment processes and when people are hired.

(a) Notice to Successful Applicants

When making offers of employment, the Board will notify the successful applicant of its policies for accommodating all employees.

(b) Informing Employees of Supports

The Board will continue to inform its employees of its policies (and any updates to those policies) used to support all employees, including policies on the provision of job accommodations that take into account an employee's accessibility needs. This information will be provided to new employees as soon as practicable after the commencement of employment.

Return to Work Process

The Board maintains a documented return to work process for its employees who have been absent from work due to a disability and who require disability-related accommodations in order to return to work.

The return to work process outlines the steps the Board will take to facilitate the return to work and will include documented individual accommodation plans as part of the process.

This return to work process will not replace or override any other return to work process created by or under any other statute (ie., the *Workplace Safety Insurance Act, 1997*).

Performance Management, Career Development and Advancement & Redeployment

The Board will take into account the accessibility needs of employees, as well as individual accommodation plans, when conducting performance evaluation, providing career development and advancement to employees, or when redeploying employees

Design of Public Spaces

The Board will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces. Public spaces include:

- Outdoor public areas
- Outdoor paths of travel, like sidewalks, ramps, stairs, curb ramps, rest areas and accessible pedestrian signals.
- Accessible parking
- Service-related elements like the main office and the waiting area

The Board will put procedures in place to reduce service disruptions to the accessible parts of its public spaces.

In the event of a service disruption, we will notify the public of the service disruption, and what alternatives are available.