

AVENUE MEDICAL CENTRE

POLICY NAME: AODA Integrated Accessibility Standard Regulation (IASR) Accessibility Policies	POLICY NUMBER: A0003
POLICY OWNER: Human Resources Manager	DATE: 2015-04-01
REVISION DATE:	PAGES: 2
1. PURPOSE/BACKGROUND Avenue Medical Centre (AMC) is committed to improving accessibility. We will put the following policies into practice as required by the Accessibility for Ontarians with Disabilities Act (AODA) Integrated Accessibility Standard Regulation (IASR).	
2. SCOPE This policy takes into consideration the ways in which we will develop, implement and maintain policies regarding what we will do in order to meet the IASR requirements and become more accessible.	
3. POLICY	
3.1 Training <ul style="list-style-type: none">a) We are committed to training staff on Ontario's accessibility laws and on accessibility related aspects of the Ontario Human Rights Code that apply to persons with disabilities.b) Training will be provided to all staff upon commencement of their duties, and when policies and procedures change.c) Training records will be maintained by Human Resources in compliance with the A.O.D.A.	
3.2 Information and Communications <ul style="list-style-type: none">a) We are committed to meeting the communication needs of persons with disabilities.b) When asked, we will provide information and communications materials in accessible formats or with communication supports. This includes publicly available information about our goods, services and facilities as well as publicly available public safety information.c) We will provide accessible methods to receive and respond to feedback upon request.d) We will consult with people with disabilities to determine their information and communication needs specific to the individual.e) We will ensure that any new or significantly refreshed websites conform to WCAG 2.0 level A.	
3.3 Employment <ul style="list-style-type: none">a) We will notify the public and staff that upon request we will accommodate persons with disabilities during the recruitment, selection and hiring process.b) If required, we will provide customized workplace emergency information to any employee with a disability.c) If required, we will develop individual accommodation plans for employees with a disability.d) When using performance management, career development and redeployment processes, we will take into account the accessibility needs of employees with a disability.	
3.4 Design of Public Spaces <ul style="list-style-type: none">a) We will meet the AODA Accessibility Standard for the Design of Public Spaces when building or redeveloping public spaces. The public spaces will include<ul style="list-style-type: none">i. Exterior paths of travelii. Off-street parking lots accessibleiii. Service counters, fixed queuing guides and waiting areasb) We will maintain accessible elements of public spaces.	

3.5 Modifications to this or other policies

- a) Modifications will be made to our policies and procedures as required by law, or due to feedback.
- b) We are committed to developing policies that respect and promote the dignity and independence of people with disabilities. Therefore, no changes will be made to this policy before considering the impact on people with disabilities.
- c) Any policy of Avenue Medical Centre that does not respect and promote the dignity and independence of people with disabilities will be modified or removed.

4. DEFINITIONS

- a) The Accessibility for Ontarians with Disabilities Act (2005) – AODA recognizes 7 distinct disabilities. They are:
 - i. Hearing
 - ii. Intellectual or developmental
 - iii. Learning
 - iv. Mental Health
 - v. Speech or language
 - vi. Physical or mobility
 - vii. Vision

Please read this policy in its entirety, and sign below to acknowledge your responsibility to understand and comply with this policy. When all staff has read and signed, please file in the area Policy Binder.

Date	Name	Initials