

Atikokan Literacy Incorporated ADULT LEARNING CENTRE Learner Access and Referral Policy/Procedure
Accessibility
APPROVED BY: Atikokan Literacy Incorporated Board of Directors
DATE: June 4, 2015 (R)
DISTRIBUTION: Staff, Learners, Board

Policy:

The Board shall be responsible for the Accessibility Policy. Atikokan Literacy Incorporated strives to provide services to persons with disabilities in a way that is consistent with the principles of independence, dignity, integration and equal opportunity.

Definitions:

1. Disability – the term disability as defined by the Accessibility for Ontarians with Disabilities Act, 2005 and the Ontario Human Rights Code, refers to: 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 coordination, 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; a condition of mental impairment or a developmental disability; a learning disability, or dysfunction in one or more of the processes involved in understanding or using symbols or spoken language; a mental disorder; or an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act 1997.
2. Guide Dog – is a highly trained working dog that has been trained at one of the facilities listed in Ontario Regulation 58 under the Blind Persons’ Rights Act to provide mobility, safety and increased independence for people who are blind.
3. Service Animal – as reflected in Ontario Regulation 429/07 an animal is a service animal for a person with a disability if: it is readily apparent that the animal is used by the individual for the reasons relating to his or her disability; or if the person provides a letter from a physician or nurse confirming that the person requires the animal for reason relating to the disability.

4. Service Dog – as reflected in health Protection and Promotion Act, Ontario Regulation 562 a dog other than a guide dog for the blind is a service dog if: it is readily apparent to an average person that the dog functions as a service dog for a person with a medical disability; or the person who requires the dog can provide on request a letter from a physician or nurse confirming that the person requires a service dog.
5. Support Person - as reflected in Ontario regulation 429/07, a support person means, in relation to a person with a disability, another person who accompanies him or her in order to help with communication, mobility, personal care, medical needs or access to goods and services.
6. The definition of a Disability as applicable under the Accessibility of Ontarians with a Disabilities Act may be found in the Ontario Human Rights Code.

Procedures:

1. Atikokan Literacy Incorporated provides our services to persons with a disability by:
 - Providing access to the premises as far as possible by reasonable accommodation
 - Access to information in a format that accommodates a disability
 - Respecting the independence of learners with a disability
 - Respecting the dignity of learners with a disability
 - Integrating and providing equal opportunity for learners with a disability
2. ALL allows learners with a disability to be accompanied by a support person when accessing ALL services.
3. ALL allows service animals on the premises and in all situations where a learner with a disability requires a service animal to access ALL services.
4. ALL welcomes feedback from anyone who has any concerns about the Accessibility Program. Feedback may be submitted in writing, by e-mail, or by telephone to the Executive Director or any Board Director.
5. Documents relating to the Customer Service Standard of the Accessibility for Ontarians with Disabilities Act (AODA) will be made available upon request and in a format reasonably accommodating those with disabilities.