

## **Policy ADM 1.11 AODA –Statement of Commitment**

### **PURPOSE**

This statement of commitment provides the framework within which accessibility plans and initiatives are to be created in order to move WWCCAC towards the goal of improved accessibility for people with disabilities, as prescribed in the Accessibility for Ontarians with Disabilities Act (AODA).

The commitments in this policy are intended to ensure that accessibility remains a priority in the WWCCAC decision making process and will serve to assist in ensuring that decisions improve accessibility and do not inadvertently create barriers.

### **SCOPE**

This policy applies to all WWCC employees, students, volunteers, consultants, contractors/subcontractors, visitors, customers, clients, patients, applicants for employment with the WWCCAC (who may require accommodation through the recruitment, assessment, selection and hiring process) and any other third party providing goods, services or facilities with the WWCCAC.

Under the AODA, Ontario Regulation 191/11, the Integrated Accessibility Standards Legislation (IARS) came into force July 1, 2011. The regulation establishes accessibility standards for information and communications, employment and transportation. WWCCAC is included in the regulation definition of an "obligated organization" and must comply with the phased in requirements of the regulation beginning January 1, 2014.

Note: The standard for Transportation is not applicable to the WWCCAC.

### **POLICY**

WWCCAC recognized the history of discrimination against persons with disabilities in Ontario and the fundamental importance of developing, implementing and enforcing standards in a timely manner in order to achieve accessibility for Ontarians with disabilities. To that end, WWCCAC is committed to:

1. Full compliance with all applicable AODA standards as they are introduced and become a law.
2. The principles of independence, dignity, integration and equality of opportunity described in the AODA and to meeting the needs of people with disabilities, in a timely manner, through the implementation of this policy.
3. To establishing, maintaining and implementing policies as well as associated practices and procedures in the Integrated Regulation, specifically in the areas of information and communications, employment and to meet the accessibility needs of people with disabilities in a timely manner.
4. Excellence in serving all patients, including people with disabilities. When providing information to or communicating with a person with a disability, we will provide the information and communication in a manner that takes into account the person's disability.
5. Ongoing improvements to accessibility in its premises and facilities as required by law, as well as to the services offered to patients, employees, volunteers and members of the general public.
6. Promoting values that support relationships between people with disabilities and the organization.
7. The establishment, implementation, maintenance and documentation of a multi-year

accessibility plan, which outlines the organizations strategy to prevent and remove barriers and meet the requirements under the integrated regulation.

8. The incorporation of accessibility criteria and features when procuring or acquiring goods, services or facilities.
9. The training of all employees if WWCCAC's policies, practices and procedures on the requirements under the Integrated Regulation and Human Rights Code as it pertains to persons with disabilities.
10. Implementing specific requirement, policies, practices and procedures and a multi-year plan under the Standard for Information and Community and Employment.

## **PROCEDURE**

### **Human Resources**

- Responsible for the administration of this policy.
- Ensure the application of this policy and that WWCCACC is compliant with the law and creates an environment that provides the widest feasible scope.

### **Managers**

- Ensure all employees follow the guidelines set out in this policy.
- Ensure all employees are trained and educated on the Accessibility Regulations and Standards under the AODA, the Ontario Human Rights Code and all related policies, procedures and practices.

### **Employees**

- Adhere to and follow the commitments as set out in this policy.