

ROBERT LAND ACADEMY

ACCESSIBILITY POLICIES AND MULTI-YEAR ACCESSIBILITY PLAN

This 2014-21 accessibility plan outlines the policies and actions that Robert Land Academy will put in place to improve opportunities for people with disabilities.

Statement of Commitment

Robert Land Academy 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 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.

Accessible Emergency Information

Robert Land Academy is committed to providing the customers and clients with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities with individualized emergency response information when necessary.

Training

Robert Land Academy will provide training to employees, volunteers and other staff members on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers and other staff members. Robert Land Academy will take the following steps to ensure employees are provided with the training needed to meet Ontario's accessible laws by **January 1, 2015**.

- Incorporate training into annual staff training model as required
- Provide training to new staff as required as soon as reasonably possible after hiring

Information and Communications

Robert Land Academy is committed to meeting the communication needs of people with disabilities. We will consult with relevant resources and best practices to determine information and communication needs. Robert Land Academy will take the following steps to make all new websites and content on those sites conform with WCAG 2.0, Level A by **January 1, 2014**.

- Consult with web developer to ensure sites conform to WCAG 2.0, Level A protocol, and implement necessary updates where practical.

Robert Land Academy will take the following steps to ensure existing feedback processes are accessible to people with disabilities upon request by **January 1, 2015**.

- Conduct review of feedback processes to determine what accessible formats and communication supports will be provided upon request.

Robert Land Academy will take the following steps to make sure all publically available information is made accessible upon request by **January 1, 2016**.

- Determine what accessible formats and communication supports will be provided to persons with disabilities upon request.
- Ensure that these formats and supports can be provided in a timely manner (i.e. 24 hrs)

Robert Land Academy will take the following steps to make all websites and content conform with WCAG 2.0, Level AA by January 1, 2021.

- Consult with web developer to review WCAG 2.0, Level AA protocols and work to ensure web sites are in compliance

Employment

Robert Land Academy is committed to fair and accessible employment practices. We will take the following steps to notify the public and staff that, when requested, Robert Land Academy will accommodate people with disabilities during the recruitment and assessment processes and when people are hired.

- Identify on the careers sections and on posted job descriptions our commitment to providing accommodations for persons with disabilities
- Identify potential barriers and opportunities to accommodate people with disabilities during the assessment process (i.e. interview room & location, need for support, etc.)

Robert Land Academy will take the following steps to develop and put in place a process for developing individual accommodation plans and return-to-work policies for employees that have been absent due to a disability.

- Work with the employee to determine accessibility needs and determine ability to put into place accommodations where reasonable
- Communicate to supervisors / subordinates accommodations as appropriate

We will take the following steps to ensure the accessibility needs of employees with disabilities are taken into account if Robert Land Academy is using performance management, career development and redeployment processes.

- Work with the employee to determine accessibility needs and determine ability to put into place accommodations where reasonable

- Communicate to supervisors / subordinates accommodations as appropriate

Robert Land Academy will take the necessary steps to prevent and remove other accessibility barriers identified for employees with disabilities, where reasonable.

Design of Public Spaces

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

- Recreational areas
- Outdoor paths of travel, like sidewalks, ramps, stairs, curb ramps
- Accessible off street parking
- Service-related elements like service counters

Robert Land Academy will put the following procedures in place to prevent service disruptions to its accessible parts of its public spaces.

- In the event of a service disruption, we will notify the public of the service disruption and alternatives available

For More Information

For more information on this accessibility plan, please contact

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