POLICY: Accessibility Standards			# 809
SECTION: 800 : Personnel and Employee Matters			Page 1 of 3
APPROVAL/REVISION DATE: October 7, 2025	EFFECTIVE DATE: October 8, 2025	REVIEW DATE: October 2030	
CROSS REFERENCE:	https://www.ontario.ca/page/about-accessibility-laws https://www.ontario.ca/laws/regulation/110191 https://www.ontario.ca/laws/statute/90h19 https://www.ontario.ca/laws/statute/01o32 Multi Year Accessibility Plan		

A: POLICY

1. 1.1 It is the policy of the Thunder Bay Catholic District School Board to provide an environment in all of its facilities that fosters independence, dignity and respect. The Thunder Bay Catholic District School Board is committed to providing services that are free of barriers and biases to our students, parents/guardians, the public and our staff. We strive to ensure that the principle of equity of opportunity is reflected and valued in our learning and working environments. Our conduct will demonstrate our belief in the strength that diversity brings to our communities.

1.2 The Thunder Bay Catholic District School Board is committed to the continual improvement of accessibility and the ongoing removal of barriers in order to provide greater equity for all.

2. DEFINITIONS

2.1 A "Customer" is any person who uses the services of the school Board.

2.2 An "Assistive Device" is any device used by people with disabilities to help with daily living. Assistive devices include a range of products such as wheelchairs, walkers, white canes, oxygen tanks, electronic communication devices.

2.3 A "Service Animal" is an animal that is being used because of a person's disability and this is either readily apparent or is supported by a letter from a medical practitioner.

2.4 A "Support Person" is a person who assists or interprets for a person with a disability as they access the services of the Board. A support person is distinct from an employee who supports a student in the stream.

2.5 A "Third Party Contractor" is any person or organization acting on behalf of or as an agent of the board (e.g. bus operators).

2.6 "Barriers to Accessibility" means anything that prevents a person with a disability from fully participating in all aspects of the services of the Board. This includes, but is not limited to, a physical barrier, an architectural barrier, information or communications barrier, an attitudinal barrier, a technological barrier.

2.7 An "Accommodation" is a means, through reasonable efforts, or preventing and removing barriers that impede individuals with disabilities from participating fully in the services of the Board.

2.8 "Accessible Working Group" is a group of key stakeholders who review progress and evaluate the effectiveness of barrier-removal and prevention strategies and to plan for increased accessibility throughout the Board.

3. GUIDELINES

3.1 The Thunder Bay Catholic District School Board will make all reasonable efforts to ensure that all policies and procedures from the date of this policy forward are consistent with the principles of independence, dignity, integration and equality of opportunity to all with particular attention for persons with disabilities.

3.2 The Thunder Bay Catholic District School Board will welcome all members of the school and broader community to our facilities by committing our staff and volunteers to providing services that respect the dignity of persons with disabilities, such service to incorporate measures that include but are not limited to the use of assistive devices and service animals.

3.3 To ensure greater awareness and responsiveness to the needs of a person with disabilities, the Thunder Bay Catholic District School Board will provide appropriate training for all staff who deal with the public or other third parties on behalf of the Board.

3.4 Training as defined in 3.3 will be provided to all staff and, when appropriate, to volunteers. As new staff are hired, the training will become a component of their orientation training and will be provided within a reasonable timeframe.

3.5 The Thunder Bay Catholic District School Board will ensure that its policies and procedures related to the Accessibility for Ontarians with Disabilities Act, 2005 are made available to the public and are consistent with the principles of independence, dignity, integration and equity of opportunity to all with particular attention for persons with disabilities.

3.6 The Multi-Year Accessibility Plan shall be utilized by the Thunder Bay Catholic District School Board community and environment including students, staff, parents and guardians, volunteers and visitors to the Board and its schools.

3.7 When services that are normally provided to persons with a disability are temporarily unavailable such as access to an elevator, a disruption of service notice will be posted at the site and on the and on Board's website.

3.8 So that adherence to this policy can be achieved efficiently and effectively, the board and all its managers and school-based administrators will take into account persons with disabilities when purchasing new equipment, designing new systems or planning a new initiative.

3.9 The Board will establish a process for consulting with frontline staff and volunteers who have a role in implementing the expectations and procedures established under this policy to review its effectiveness.

4. PROCUREMENT

4.1 The Thunder Bay Catholic District School Board incorporates accessibility criteria and features when procuring or acquiring goods, services, or facilities, including self-service kiosks. If it is not possible and practical to do so, we will provide an explanation upon request.

5. EMERGENCY INFORMATION

5.1 The Thunder Bay Catholic District School Board communicates with people with disabilities in ways that take into account their disability. When asked, we will provide information about our organization and its services, including public safety information, in accessible formats or with communication supports:

a) In a timely manner, taking into account the person's accessibility needs due to disability; and

b) At a cost that is no more than the regular cost charged to other persons.

6. TRAINING EDUCATORS

6.1 Educators are trained on accessibility awareness related to accessible programs or course delivery and instruction. Records of the training provided include the dates on which the training is provided and the number of individuals to whom it is provided.