



ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES POLICY

POLICY STATEMENT

The Buckhorn Community Centre (BCC) endeavours to meet the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005*, and the *Accessibility Standards for Customer Service, Ontario Regulation 429/07*. This applies to the provision of information, goods, services and programs to the public or other third parties, not to the goods themselves.

All goods, services, and programs provided by the BCC shall follow the principles of respect, inclusivity, collaboration, accountability, and sustainability.

Scope:

- a) This policy applies to the provision of goods, services, and programs at premises owned and operated by the BCC.
- b) This policy applies to staff, volunteers, and/or contractors who deal with the public or other third parties that act on behalf of the BCC.
- c) The section of this policy that addresses the use of guide dogs, service animals, and service dogs only applies to the provision of goods, services, and programs that take place at premises owned and operated by the BCC.
- d) This policy shall also apply to all persons who participate in the development of the BCC's policies, practices, and procedures governing the provision of goods, services, and programs to the general public or third parties.

Definitions:

Assistive Device – a technical aid, communication device, or, another instrument that is used to maintain or improve the functional abilities of people with disabilities. Personal assistive devices are typically devices that a person brings with them such as a wheelchair, walker, or a personal oxygen tank that might assist in hearing, seeing, communicating, moving, breathing, remembering, and/or reading.

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 defects 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 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;
- An injury or disability for which benefits were claimed or received in the insurance plan established under the Workplace Safety and Insurance Act, of 1997.

Guide or 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.

Service Animal – as reflected in *Ontario Regulation 429/7*, an animal is a service animal for a person with a disability if:

- It is readily apparent that the animal is used by the person for reasons relating to his or her disability; or
- If the person provides a letter from a physician, nurse practitioner, or nurse confirming that the person requires the animal for reasons relating to the disability.

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, nurse practitioner, or nurse confirming that the person requires a service dog.

NOTE: Therapy or Companion Dog – or *emotional support dog* who is not a trained guide or service dog will not be allowed in any BCC facilities.

Support Person or Caregiver – as reflected in *Ontario Regulation 429/07*, a support person means, a person with a disability, another person who accompanies him or her to communication, mobility, personal care, medical needs, or access to goods and services.

General Principles

By the *Accessibility Standards for Customer Service, Ontario Regulation 429/07*, this policy addresses the following:

- A. The Provision of Goods and Services to Persons with Disabilities
- B. The Use of Assistive Devices
- C. The Use of Guide Dogs, Service Animals, and Service Dogs
- D. The Use of Support Persons
- E. Notice of Service Disruptions
- F. Customer Feedback
- G. Training
- H. Notice of Availability and Format of Required Documents

PROCEDURE

1. The Provision of Goods and Services to Persons with Disabilities

The BCC will make every reasonable effort to ensure that its policies, practices, and procedures are consistent with the principles of dignity, independence, integration, and equal opportunity by:

- Ensuring that all customers receive the same value and quality of goods and services;
- Allowing customers with disabilities to do things in their ways, at their own pace when accessing goods and services as long as this does not present a safety risk;
- Using alternative methods, when possible, to ensure that customers with disabilities have access to the same services, in the same place and in a similar manner;
- Taking into account individual needs when providing goods and services; and
- Communicating in a manner that takes into account the customer's disability

2. The Use of Assistive Devices

Customer's own assistive device(s):

Persons with disabilities may use their own assistive devices as required when accessing goods or services provided by the BCC.

In cases where the assistive device presents a safety concern or where accessibility might be an issue, other reasonable measures will be used to ensure access to goods and services. For example, open flames and oxygen tanks cannot be near one another. Therefore, the accommodation of a customer with an oxygen tank may involve ensuring the customer is in a location that would be considered safe for both the customer and the business. Or, where elevators are not present and where an individual requires assistive mobility devices, service will be provided in a location that meets the needs of the customer.

3. The Use of Guide Dogs, Service Animals, and Service Dogs

A customer with a disability that is accompanied by a guide dog, service animal or service dog will be allowed access to premises that are open to the public unless otherwise excluded by law. "No pet" policies do not apply to guide dogs, service animals, and or service dogs.

Food Service Areas:

A customer with a disability that is accompanied by a guide dog or service dog will be allowed access to food service areas that are open to the public unless otherwise excluded by law.

Other types of service animals are not permitted into food service areas due to the *Health Protection and Promotion Act, Ontario Regulation 562 Section 60*.

Exclusion Guidelines:

If a guide dog, service animal, or service dog is excluded by law (see applicable laws below), the BCC will offer alternative methods to enable a person with a disability to

access goods and services, when possible (for example, securing the animal in a safe location and offering the guidance of an employee).

Applicable Laws:

The *Health Protection and Promotion Act, Ontario Regulation 562 Section 60* normally does not allow animals in places where food is manufactured, prepared, processed, handled, served, displayed, stored, sold, or offered for sale. It does allow guide dogs and service dogs to go into places where food is served, sold, or offered for sale. However, other types of service animals are not included in this exception.

Dog Owners' Liability Act, Ontario:

If there is a conflict between a provision of this Act or a regulation under this or any other Act relating to banned breeds (such as Pitbulls) and a provision of a by-law passed by a municipality relating to these breeds, the provision that is more restrictive about controls or bans on these breeds prevails.

Recognizing a Guide Dog, Service Dog, and/or Service Animal:

If it is not readily apparent that the animal is being used by the customer for reasons relating to his or her disability, the BCC may request verification from the customer.

Verification may include:

- A letter from a physician, nurse practitioner, or nurse confirming that the person requires the animal for reasons related to the disability;
- A valid identification card signed by the Attorney General of Canada; or,
- A certificate of training from a recognized guide dog or service animal training school.

Care and Control of the Animal:

The customer that is accompanied by a guide dog, service dog, and/or service animal is responsible for maintaining care and control of the animal at all times.

Allergies:

If a health and safety concern present itself, for example in the form of a severe allergy to the animal, the BCC will make all reasonable efforts to meet the needs of all individuals.

4. The Use of Support Persons or Caregivers

If a customer with a disability is accompanied by a support person or caregiver, the BCC will ensure that both persons are allowed to enter the premises together and that the customer is not prevented from having access to the support person or caregiver.

There may be times when seating and availability prevent the customer and support person or caregiver from sitting beside each other. In these situations, the BCC will make every reasonable attempt to resolve the issue.

In situations where confidential information might be discussed, written consent will be obtained by the BCC from the customer, before the conversation takes place.

Admission Fees:

Service fees will be waived for support persons or caregivers who accompany persons with disabilities.

5. Notice of Service Disruption

A service disruption may occur due to reasons that may or may not be within the control or knowledge of the BCC. In the event of any temporary disruptions to facilities or services that customers with disabilities rely on to access or use the BCC's goods or services, reasonable efforts will be made to provide advance notice. In some circumstances such as in the situation of unplanned temporary disruptions, advance notice may not be possible.

Notifications will include:

If a notification needs to be posted, the following information will be included unless it is not readily available or known:

- goods or services that are disrupted or unavailable
- reason for the disruption
- anticipated duration
- a description of alternative services or options

Notifications Options:

When disruptions occur, the BCC will provide notice by:

- posting notifications in conspicuous areas including the point of disruption, the main entrance, and the nearest accessible entrance to the service disruption and/or on the BCC website
- contacting customers with appointments
- verbally notifying customers when they are making a reservation or appointment; or,
- by any other method that may be reasonable under the circumstances.

6. Customer Feedback

The BCC shall provide customers/users with disabilities the opportunity to provide feedback on the service provided. Information about the feedback process will be readily available to all customers and notice of the process will be made available on the BCC website, along with alternative methods of providing feedback such as verbally (in person or by telephone) or written (handwritten, delivered, website or email) will be available upon request.

Online:

Customers can submit feedback via email to:

Info@buckhorncommunitycentre.com

OR, customers can use the *Feedback* option under, *Contact Us* on the BCC website:

www.buckhorncommunitycentre.com

In-Person/Onsite Process:

Customers who wish to provide feedback by completing an onsite customer feedback form or verbally can do so through General Manager (GM).

Customers who provide contact information with feedback will receive acknowledgement of their feedback, along with any resulting actions based on concerns or complaints that were submitted.

7. Training – HOLD - To Be Determined

The BCC will endeavour to provide training to:

- a) All staff, volunteers, and contractors who deal with the public or other third parties that act on behalf of the BCC; for example consultants hired by the BCC to facilitate a public meeting;
- b) Those who are involved in the development and approval of customer service policies, practices, and procedures.

Training Provisions:

As reflected in *Ontario Regulation 429/07*, regardless of the format, training will cover the following:

- A review of the purpose of the *Accessibility for Ontarians with Disabilities Act, 2005*.
- A review of the requirements of the *Accessibility Standards for Customer Service, Ontario Regulation 429/07*.
- Instructions on how to interact with people with disabilities who:
 - use assistive devices;
 - require the assistance of a guide dog, service dog, or another service animal; or,
 - require the use of a support person (including the handling of admission fees).
- Instructions on what to do if a person with a disability is having difficulty accessing BCC services.
- The BCC policies, procedures, and practices about providing accessible customer service to customers with disabilities.

Training Schedule:

The BCC will provide training as soon as practical. Training will be provided to new staff, volunteers, and contractors who deal with the public or act on our behalf. Revised training will be provided in the event of changes to legislation, procedures, and/or practices.

Record of Training:

The BCC will keep a record of training that includes the dates training was provided and the number of staff who attended the training.

EVIDENCE: We are following the policy if...

- There is rarely a reported incident in a failure to provide accessible accommodation for persons at the BCC.
- Reported incidents are dealt with as soon as they become known.
- Any incidents will be reported to the board by the GM.

COMMUNICATION

The BCC shall notify customers that the documents related to the *Accessibility Standard for Customer Service* are available upon request and in a format that takes into account the customer's disability. Notification will be given by posting the information in a conspicuous area owned and operated by the BCC.

The BCC is committed to ongoing education to ensure welcoming and effective accessibility access to BCC facilities.

Referenced Documents:

1. Accessibility for Ontarians with Disabilities Act, 2005
2. Accessible Standards for Customer Service, Ontario regulation 429/07
3. Blind Person's Rights Act, 1990
4. Dog Owners' Liability Act, Ontario
5. Food Safety and Quality Act 2001, Ontario Regulation 31/05
6. Health Protection and Promotion Act, Ontario Regulation 562
7. Ontario Human Rights Code, 1990