

Section 53 – Accessibility

Statement of AAFS Commitment

- 53.1 AAFS is committed to ensuring equal access and participation for people with disabilities.
- 53.2 AAFS is committed to treating people with disabilities in a way that allows them to maintain their dignity and independence.
- 53.3 AAFS believes in integration and is committed to meeting the needs of people with disabilities in a timely manner. AAFS will do so by removing and preventing barriers to accessibility and meeting our accessibility requirements under the *Accessibility for Ontarians with Disabilities Act* and Ontario's accessibility laws.

Training

- 53.4 AAFS is committed to training Employees and volunteers in Ontario's accessibility laws and aspects of the *Ontario Human Rights Code* that relate to persons with disabilities.
- 53.5 AAFS will train its Employees and volunteers on accessibility as it relates to their specific roles.

Communication

- 53.6 The AAFS Director of Human Resources will ensure that all AAFS communications accommodate people with disabilities in ways that take into account their disability.
- 53.7 AAFS will upon request provide information about our organization and its services, including public safety information, in accessible formats or with communication supports. We will also meet internationally-recognized Web Content Accessibility Guidelines (WCAG) 2.0 Level AA website requirements in accordance with Ontario's accessibility laws.

Employment

- 53.8 The AAFS Director of Human Resources will ensure that Employees, potential hires and the public are aware that accommodations can be made during AAFS recruitment and hiring.
- 53.9 The AAFS Director of Human Resources will notify Employees that supports are available for those with disabilities.
- 53.10 The AAFS Director of Human Resources will put in place a process to develop individual accommodation plans for Employees. Where required, the AAFS Director of Human Resources will also provide customized emergency information to help an Employee with a disability during an emergency.

- 53.11 The AAFS Director of Human Resources will ensure that the appropriate Employee will annually review, and where necessary, modify or remove an existing AAFS policy that does not respect and promote the dignity and independence of people with disabilities.