

Boys and Girls Club of Durham (BGCD)-Multi Year Accessibility Plan-2014-2019

GENERAL STANDARD					
AODA Standard/Regulation	Description	Actions	Compliance Date	Status	Responsibility
Integrated Accessibility Standards Ontario Regulation 191/11 Section 3: Establishment of accessibility policies	<ul style="list-style-type: none"> • Organizations must develop accessibility policies governing how they achieve or will achieve accessibility through meeting the requirements referred to in the Integrated Accessibility Standards Act (IASR). • Organizations shall develop a statement of commitment to meeting the needs of persons with disabilities in a timely manner. • The accessibility policies must be made publicly available and provided in an accessible format upon request. 	1. BGCD to develop and/or integrate into existing policies how it will meet the requirements of the Integrated Accessibility Standards.	January 1, 2014	Done	Management
		2. BGCD will develop a statement of organizational commitment to persons with disabilities	January 1, 2014	Done	Management
		3. BGCD will ensure that the policies and statement of organizational commitment are available publicly and in accessible formats.	January 1, 2014	In progress	
Integrated Accessibility Standards Ontario Regulation 191/11 Section 4: Accessibility Plan	Obligated organizations are required to establish, implement and maintain a multi-year accessibility plan which outlines its strategy to prevent and remove barriers to person with disabilities and meet the IASR. <ol style="list-style-type: none"> a. The plan must be posted on BGCD's website b. The plan must be provided in an accessible format upon request c. The plan must be reviewed and updated at least once every five years d. The plan must be developed in consultation with the organization's Accessibility committee (if there is one) e. Prepare an annual status report 	1. BGCD will establish an AODA Committee	January 1, 2014	In progress	Management
		2. BGCD will establish a multi-year accessibility plan to address the requirements to be met between 2014 and 2019	January 1, 2014	In progress	Management
		3. In collaboration with the AODA Committee, BGCD will develop an Annual Status Report on the multi-year accessibility plan	December 31, 2014	Not yet started	Management / AODA Committee

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Integrated Accessibility Standards Ontario Regulation 191/11 Section 7: Training	Provide training on the Integrated Accessibility Standards and the Human Rights Code as it relates to persons with disabilities to employees, those who develop policies and service providers.	1. BGCD will design and deliver training on the Integrated Accessibility Standards Regulations and the Human Rights Code.	July 1, 2015	In progress	Management / AODA Committee
		2. BGCD will record completion to ensure Agency wide compliance.	July 1, 2015	In progress	Management / AODA Committee
Integrated Accessibility Standards Ontario Regulation 191/11 Section 11: Feedback Process	Organizations must ensure that the existing feedback processes, which identify barriers to persons with disabilities, are accessible.	1. BGCD will review all existing feedback processes and identify methods of increasing accessibility and communicate that alternate formats of the feedback processes will be provided upon request.	July 1, 2015	Not yet started	Management / AODA Committee
Information and Communications Standard					
Integrated Accessibility Standards Ontario Regulation 191/11 Section 12: Accessible Formats and Communication Supports	Obligated organizations must provide or arrange for accessible formats and communication supports when a request is made. The alternate formats must be provided: <ul style="list-style-type: none"> • In a timely manner that takes into account the person's accessibility needs. • At the same cost that is charged to other individuals. • In consultation with the person making the request. <p>Notify the public about the availability of accessible formats and communication supports.</p>	1. BGCD will inform employees, volunteers and service providers that accessible formats and communication supports must be provided when a request is made.	January 1, 2016	Not yet started	Management / AODA Committee
		2. BGCD will provide accessible format and communication supports upon request.	January 1, 2016	Not yet started	Management / AODA Committee
		3. BGCD will notify the public about the availability of accessible formats and communication supports.	January 1, 2016	Not yet started	Management / AODA Committee
Integrated Accessibility Standards Ontario Regulation 191/11 Section 14: Accessible Websites and Content	Organizations will ensure that all new websites and web content conform to the Web Content Accessibility Guidelines 2.0 Level A by January 1, 2014	1. BGCD will review BGCD websites to determine compliance status and develop a compliance plan.	January 1, 2015	Not yet started	I.T. Committee
Employment Standard					

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Integrated Accessibility Standards Ontario Regulation 191/11 Section 26: Accessible Format and Communication Supports for Employees	Organizations must provide accessible formats and communication supports for job or workplace information: • Alternate formats and supports shall be provided upon request; • Consultation must occur with the employee.	1. BGCD will inform employees that accessible formats and communication supports will be provided upon request.	January 01, 2016	Not yet started	Management Management
Integrated Accessibility Standards Ontario Regulation 191/11 Section 28: Documented Individual Accommodation Plan	Organizations must develop a written process for documented individual accommodation plans that includes the following elements: 1. How the employee can participate 2. How the employee will be assessed 3. How the employer can request accommodation to be achieved 4. How the employee can request participation of union representative 5. How the employee's personal information will remain private 6. How and how often the plan will be reviewed and updated 7. How reasons for a denied accommodation request will be communicated 8. How the plan will be provided to the employee	1. BGCD will review and update its Workplace Accommodation Policy and Process to ensure compliance with the IASR. 2. BGCD will review and update its current accommodation template document to ensure compliance with the IASR.	January 1, 2016 January 1, 2016	Not yet started Not yet started	Management Management
Integrated Accessibility Standards Ontario Regulation 191/11 Section 29: Return to Work Processes	Organizations are required to develop a documented return-to-work process	1. BGCD will develop and implement a return-to-work policy that is compliant with the IASR.	January 1, 2016	Not yet started	Management
Integrated Accessibility Standards Ontario Regulation 191/11 Section 30: Return to Work Processes	Organizations must include accessibility considerations in their performance management processes.	1. BGCD will review its existing performance management processes and revise as necessary to incorporate AODA requirements	January 1, 2016	Not yet started	Management

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Integrated Accessibility Standards Ontario Regulation 191/11 Section 31: Career Development	Organizations are required to include accessibility considerations in career development and advancement processes.	1. In the development of processes related to career development and career advancement processes, BGCD will incorporate AODA requirements.	January 1, 2016	Not yet started	Management
Integrated Accessibility Standards Ontario Regulation 191/11 Section 32: Return to Work Processes	Organizations are required to include accessibility considerations in the redeployment process.	1. In the development of processes related to redeployment, BGCD will incorporate AODA requirements.	January 1, 2016	Not yet started	Management
Build Environment					
Integrated Accessibility Standards Ontario Regulation 191/11 Part IV.1	Obligated organizations are required to include accessibility considerations in the development or re-design of public spaces including: <ul style="list-style-type: none"> • Outdoor eating areas • Outdoor play spaces • Exterior paths of travel • Accessible parking • Service counters • Maintenance 	1. BGCD will review its current systems related to the built environment and review policy and practices to take into consideration AODA requirements	January 1, 2017	Not yet started	Facility