

## **ACCESSIBILITY for ONTARIANS with DISABILITES ACT**

Southern Ontario Aboriginal Diabetes Initiative is committed to improving accessibility. We will put the following policies into practices as required by the Accessibility for Ontarians with Disabilities Act.

### **A. GENERAL**

Southern Ontario Aboriginal Diabetes Initiative is committed to training staff on Ontario's accessibility laws and on accessibility aspects of the Human Rights Code that apply to persons with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers and other staff members.

### **B. INFORMATION and COMMUNICATIONS**

Southern Ontario Aboriginal Diabetes Initiative is committed to meeting the communication needs of people with disabilities. When asked, we will provide information and communications materials in accessible formats or with communication supports. This includes publicly available information about our goods, services and facilities, as well as publicly available emergency information. Southern Ontario Aboriginal Diabetes Initiative will consult with people with disabilities to determine their information and communication needs.

### **C. EMPLOYMENT**

Southern Ontario Aboriginal Diabetes Initiative will notify the public and staff that, when requested, we will accommodate disabilities during recruitment and assessment processes and when people are hired. If needed, we will provide customized workplace emergency information to employees who have a disability. If using performance management, career development and redeployment processes, we will take into account the accessibility need of employees with disabilities.

### **D. DESIGN of PUBLIC SPACES**

Southern Ontario Aboriginal Diabetes Initiative will meet the Accessibility Standards for Design of Public Spaces when building or making major modifications to public spaces. Public spaces include:

- Recreation trails/beach access routes
- Accessible off street parking
- Service-related elements like service counters, fixed queuing lines and waiting areas.