



Statement of Commitment to Accessibility

December 12, 2013

St. Clement's School is committed to providing a barrier-free environment for our community including students, parents, employees, job applicants, suppliers, visitors, and other stakeholders who enter our premises or access our information. As an organization, we respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act, 2005* ("AODA"), including the Customer Service Standard and the Integrated Accessibility Standards Regulation for Information and Communications, Employment, and Transportation, and eventually, for the Built Environment.

In its ongoing efforts to strive for accessibility, St. Clement's School is committed to the principles and goals of the AODA and the Regulations supporting this Act.

The Principles

- 1 The school operates in a manner that respects the dignity and independence of persons with disabilities.
- 2 The provision of services to persons with disabilities and others must be integrated, unless an alternate measure is necessary, to enable a person with a disability to obtain, use or benefit from the school services.
- 3 Persons with disabilities must be given an opportunity equal to that given to others to obtain, use and benefit of the school services.

We are committed to ensuring our school's compliance with accessibility legislation by incorporating policies, procedures, equipment requirements, training for employees, and best practices. We will review these policies and practices on a regular basis. We are committed to making our school accessible to everyone and to reviewing the following information with our employees:

- Legislation regarding the Human Rights Code and the Accessibility for Ontarians with Disabilities Act, 2005.
- Integrated Accessibility Standards for Information and Communications, Employment, and Transportation.
- Standards for the Built Environment as it applies to new construction and major changes.
- Accessible employment practices such as recruitment, assessment, and selection.
- Developing emergency response plans and individual workplace accommodation plans for employees with disabilities.
- Customer service standards.



Statement of Commitment to Accessibility (Cont'd.)

- Accessible communication supports and information formats (both digital and non-digital).
- Communicating with people with various forms of disabilities.
- Accessible websites and web content.
- Assistive devices, mobility aids, service animals and support persons.
- Transportation vehicles and equipment requirements.
- Notices of service disruptions (temporary or long-term).
- St. Clement's School relevant policies and procedures regarding accessibility.
- Reporting procedures.
- Training procedures.

St. Clement's School realizes that providing accessible and barrier-free environments for everyone is a shared effort. As a community, we all must work together to make accessibility happen. For more detailed information on our accessibility policies, plans, and training programs, please contact the Director of Human Resources, the Director of Student Life or the Facilities Manager.

Sincerely,

Martha Perry
Principal
416-483-4414