

PATHWAYS ABILITIES SOCIETY

POLICY: ACCESSIBILITY

Applies to: All Personnel, Volunteers and Persons Served

Original Approval Date: March 22, 2004

Date Board Approved: March 27, 2023

Replaces Policy Dated: February 22, 2021

Board Member's Signature

POLICY

It is the policy and practice of Pathways Abilities Society that physical facilities (either owned, leased or rented), services, information and activities of Pathways Abilities Society are accessible (easily available) to the individuals we serve and members of the community.

No person with a disability will be without service only because of their disability. No individual with a disability will be subjected to discrimination, be excluded from participation in or denied the benefits of the services, activities or physical facilities which Pathways Abilities Society provides to the community. When virtual access to services is provided, accessibility is ensured and accommodations are made when needed.

Pathways Abilities Society will obey or agree to laws that assist people to access what they need. Pathways Abilities Society will comply with the provisions of the disability non-discrimination laws regarding access applicable to all activities, services and physical facilities.

Pathways Abilities Society will try and complete all requests to make our buildings and services accessible to everyone unless the change is not good for everyone or the cost is too high. Primary consideration will be given to requests to make appropriate accessibility accommodations unless another equally effective accommodation is available, or the use of the means requested would result in a fundamental alteration of the service, or activity, or create an undue financial or administrative burden.

Pathways Abilities Society will help a person by getting or providing items that make it easier for a person to participate in our service. This includes making Pathways Abilities Society printed information easy to understand and explaining information that may be hard to understand. Upon advance request, reasonable steps will be taken to acquire auxiliary aids and services (e.g. assistive listening devices, visual aides, Braille, ambulatory devices) to afford an individual with a disability an equal opportunity to participate in and enjoy the benefits of the services, activities and physical facilities provided to the service recipients of Pathways Abilities Society.

Pathways Abilities Society will try and make all buildings accessible and if they cannot be made accessible people will be able to use other Pathways Abilities Society services or will be assisted to find a different service provider. As much as possible, Pathways Abilities Society will ensure that physical facilities are usable by individuals with disabilities. Where physical facilities cannot be made usable, overall service accessibility will be ensured.

Any new building that is built, rented or renovated (fixed up) will be made accessible. As much as possible, physical facilities owned by Pathways Abilities Society, or construction and renovation of such facilities, will comply with the applicable regulations on barrier-free design and physical accessibility. To the extent possible, Pathways Abilities Society will seek to lease space that complies with the applicable regulations on barrier-free design and physical accessibility.

An Accessibility Checklist is completed for each service area that is owned, rented or leased by the society. From the checklists an Accessibility Plan is developed and maintained by the Activity Quality Assurance Manager (AQAM). The Accessibility Plan is reviewed annually. Any actions required to improve accessibility are monitored through the Risk Management and Accessibility Action Plan. The Action Plan is prepared and/or updated based on the information collected and any corrective actions (needing fixed) required are completed in the fastest manner possible.