

**CANADORE COLLEGE**  
**CORPORATE POLICY MANUAL**

**TITLE:** Accessibility for Persons with Disabilities

**EFFECTIVE DATE:** March 8, 2019

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**1. SCOPE**

**1.1** Authority

This policy is issued under the authority of the Board of Governors.

**1.2** Application

This policy applies to all departments within Canadore College.

**2. PURPOSE AND PRINCIPLES**

**2.1** Purpose

It is recognized that the College's ability to fulfill its mission and mandate requires a commitment to promote the rights of all persons and to build inclusion and acceptance into the learning and working environment, including those with disabilities, to have access to equal opportunity in employment, education, accommodation, and business dealings with the College. Canadore College believes in the rights of all persons with disabilities as enshrined in the *Canadian Charter of Rights and Freedoms, Human Rights Code, Accessibility for Ontarians with Disabilities Act* and its related *Accessibility Standards Regulations, Freedom of Information and Protection of Privacy Act (FIPPA), Personal Health and Freedom of Information Act (PHIPA), and the Personal Information and Protection of Documents Act (PIPEDA)*.

Canadore is committed to effectively managing disputes that may arise within the learning environment with an emphasis on improving communication and relationships, enhancing staff and student engagement, increased cooperation, personal development through innovative solutions, acceptance of individuals' differences and acknowledgement of the benefits of these differences.

**2.2** Principles

The principles that will guide this policy include:

- Dignity – treating people with disabilities in a respectful manner and as

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Reviewed/Approved: June 19, 2012, Res. #74-12; April 21, 2015, Res. #40-15; March 8, 2019, Res. #29-19

customers who are as valued and deserving of effective and full service as any other customer;

- Independence – supporting independence while respecting the customer’s right to safety and personal privacy;
- Integration – allowing people with disabilities to fully benefit from the same services in the same place and in the same or similar ways as others; and
- Equal opportunity – having the same chances, options, benefits and results as others.

### **3. POLICY**

Canadore College will provide the following to persons with disabilities:

- Equal access to services, facilities and educational programs;
- Equal opportunity in employment;
- A work and study environment that is free of discrimination;
- Continuous improvement for access to college property, facilities and services;
- Quality services to all members of the college community; and
- An effective mechanism to successfully and quickly resolve disputes while avoiding escalations and, in turn, support a respectful, healthy, and productive working and learning environment.

The College will continue to evolve services and processes to meet human rights and other obligations to ensure that its procedures comply with all accessibility standards legislated by the government of Ontario.

### **4. ROLES AND RESPONSIBILITIES**

#### **4.1 Board of Governors**

The Board of Governors is responsible for the initial approval of the policy and subsequent amendments.

#### **4.2 President**

The President is responsible for the overall management and operation of the College. The President will ensure the policy is implemented and that compliance is monitored.

### **5. EVALUATION**

This policy will be reviewed every three years, or earlier when appropriate.

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