

CANADORE COLLEGE
CORPORATE POLICY MANUAL

TITLE: **Accessibility Policy**

EFFECTIVE DATE: April 21, 2026

1. SCOPE

1.1 Authority

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

1.2 Application

This policy applies to employees, students, members of the Board of Governors, contractors, visitors, and guests of The Canadore College of Applied Arts and Technology (hereafter referred to as “Canadore” or “the College”).

NOTE: This policy and all other Canadore policies are available in alternate accessible formats upon request.

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, including those with disabilities, to have access to equitable opportunity in employment, education, accommodation, and business dealings with the College, and to build inclusion and acceptance into the learning, living, and working environments.

2.2 This policy outlines Canadore College’s commitment to formalize how the College will identify, remove, and prevent barriers which impede a person’s ability to access our goods, services, resources, facilities, employment, accommodation, buildings, structures, or premises.

2.3 Canadore College adheres to and advocates for 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)*.

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2.4 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, increasing cooperation, as well as promoting personal development through innovative solutions, acceptance of individuals' differences, and acknowledgement of the benefits of these differences.

2.5 Accessibility Principles

The principles that will guide the development of accessibility policies and practices ensuring that all individuals have equal access to services, facilities and opportunities include:

- Dignity – treating people with disabilities in a respectful manner, who are valued and deserving of effective and full service as any other person;
- Independence – supporting independence while respecting the individual's right to safety and personal privacy;
- Integration – ensuring people with disabilities can fully benefit from the same services in as those without disabilities, regardless of the method of delivery
- Equitable opportunity – having options tailored to meet the specific needs of individuals.

3. **DEFINITIONS**

3.1 *Ableism*: a belief system, analogous to racism, sexism or ageism, that sees persons with disabilities as being less worthy of respect and consideration, less able to contribute and participate, or of less inherent value than others. Ableism may be conscious or unconscious, and may be embedded in institutions, systems or the broader culture of a society. It can limit the opportunities of persons with disabilities and reduce their inclusion in the life of their communities.

3.2 *Assistive device*: devices to help people – primarily people with disabilities – to perform a task. Examples are a wheelchair, personal oxygen tank, assistive listening device, electronic device with adaptive technology, or visible emergency alarm.

3.3 *Barrier*: Anything that prevents a person with a disability from fully participating in all aspects of society because of their disability, including a physical barrier, an architectural barrier, an information or communications barrier, an attitudinal barrier, a technological barrier, a policy or a practice

3.4 *Disability*: a) any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing; b) a condition of mental impairment or a developmental disability; c) a learning disability, or dysfunction in one or more of the processes involved in understanding or using symbols or spoken language; d) a mental and/or substance use disorder; temporary or permanent; e) an injury or

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disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.

- 3.5 *Integration*: means that individuals with disabilities can receive the same service as those without disabilities, regardless of the method of delivery. For example, providers integrate customers with disabilities when they do not ask them to wait for service until the building is less busy.
- 3.6 *Support /Service Animal*: a service animal is (typically dogs) trained to help people with disabilities maintain independence. For example, they perform tasks, such as:
- Guiding a blind or visually impaired handler around obstacles
 - Alerting a handler with diabetes about low blood sugar levels
- 3.7 *Support Person*: a support person means, in relation to a person with a disability, another person who accompanies them in order to help with communication, mobility, personal care, medical needs or access to goods and services.
- 3.8 *Volunteer*: A person who freely offers themselves to perform a service without pay.

4. POLICY

- 4.1 Canadore College will provide the following:
- Equitable access to services, facilities, and educational programs;
 - Equitable opportunity in employment;
 - A work and study environment that is committed to meeting its current and ongoing obligations to respecting non-discrimination;
 - Continuous improvement to provide access to college property, facilities, and services;
 - Excellence in 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.
- 4.2 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.

5. ROLES AND RESPONSIBILITIES

5.1 Board of Governors

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

5.2 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.

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6. EVALUATION

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

References:

Accessibility for Ontarians with Disabilities Act (AODA)

Ontario Human Rights Commission | Human Rights Code, R.S.O. 1990

Accessibility Standards for Customer Service, O. Reg. 429/07

Personal Health Information Protection Act, 2004, S.O. 2004, c. 3, Sched. A

The Canadian Charter of Rights and Freedoms

Canadore C-27 Accommodation for Employees with Disabilities Policy

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