

Ontario Bobsleigh Skeleton Association Accessibility Policy

Beginning January 1, 2012, all providers of goods and services within the province of Ontario, including charities and not-for-profit organizations will be required to comply with parts of the Accessibility for Ontarians with Disabilities Act (AODA).

The AODA requires that providers of goods and services establish policies, practices, and procedures governing the provision of its goods or services to persons with disabilities and mandates that reasonable efforts be taken to ensure that these policies are consistent with certain prescribed principles defined in the legislation.

The Ontario Bobsleigh Skeleton Association (OBSA) currently does not have any employees and relies on volunteers and independent contractors. While these laws pertain to not-for-profit organizations with at least one employee, OBSA has established an accessibility policy to meet with AODA legislation.

Policy

OBSA is committed to improving accessibility. The following policies will be put into practice as required by the AODA.

General

OBSA is committed to training staff on Ontario's disability 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.

Information and Communications

OBSA 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 services as well as publicly available emergency information.

OBSA will consult people with disabilities to determine their information and communication needs and will make it easy for people with disabilities to provide feedback when asked.

Employment

OBSA will notify public and staff that, when requested, we will accommodate disabilities during recruitment and assessment processes and when people are hired.

Events and Venues

OBSA will allow support persons and animals at all events and will, whenever possible, select venues for meetings and events that are accessible to individuals using assistive devices.

Modification to this or other policies

Any of our policies that do not respect and promote the dignity and independence of people with disabilities will be modified or removed.