

# Integrated Accessibility Standards Policy

## Policy

Donalda Club is committed to the principles of independence, dignity, integration, and equality of opportunity described in the AODA and to meeting the needs of people with disabilities, in a timely manner, through the implementation of this policy.

Donalda Club is committed to the establishment, implementation, maintenance, and documentation of a multi-year accessibility plan, which outlines the Club's strategy to prevent and remove barriers and meet its requirements under the Integrated Regulation, including information and communications, and employment standards. Donalda Club is committed to promoting values that support relationships between people with disabilities and the organization.

Donalda Club is committed to the training of all employees, volunteers, persons who deal with members and the public on Donalda Club's behalf, and persons participating in the development and approval of the Donalda Club's policies, practices and procedures on the requirements under the Integrated Regulation and the Human Rights Code as it pertains to persons with disabilities.

## Purpose

The purpose of this Statement of Policy and Procedure is to create a statement of commitment (policy) that provides a framework within which accessibility plans and initiatives are to be created in order to move the organization towards the goal of improved accessibility for people with disabilities. Donalda Club endeavours to provide accessibility and accommodation as prescribed in the AODA.

## Scope

This policy applies to Donalda Club:

- Members
- Guests
- Employees
- Volunteers
- Applicants for employment with Donalda Club who may require employment accommodation through the recruitment, assessment, selection, and hiring process
- Contractors and subcontractors engaged by Donalda Club
- Any other third party providing goods, services or facilities on Donalda Club's behalf

## Responsibility

The Human Resources Department is the administrative entity responsible for the administration of this policy. It is their responsibility to ensure the application of this policy and that the Club achieves compliance with the law and creates an environment that provides the widest feasible scope of access, which is the right or opportunity to reach, use or participate in the Club's systems, facilities and services. Managers, immediate supervisors and department heads are responsible for ensuring that all employees follow the guidelines set out in this policy.

All employees, volunteers, contractors and subcontractors, any other person acting on behalf of Donalda Club are responsible for adhering to and following the commitments set out in this policy.

## PROCEDURES

Donalda Club will monitor and evaluate accessibility initiatives and changes to applicable legislation and/or regulations. Changes to policies, plans and initiatives will be incorporated as required. Please refer to Donalda Club's website for the following policies:

- Accessibility Customer Service Policy
- Multi-Year Accessibility Plan
- Standard for Information and Communications Policy
- Employment Standards Policy

If you have questions on this policy, want to provide feedback or have a complaint, please contact the Human Resources Department.

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