

POLICY

SECTION:	HUMAN RESOURCES - GENERAL	POLICY:	E-18
TOPIC:	ACCESSIBILITY STANDARDS FOR EMPLOYMENT	PAGE:	Page 1 of 1
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The District School Board of Niagara is committed to ensuring that people with disabilities have the same opportunity of access to employment opportunities and services as do all employees and prospective employees. The Board is committed to meeting the accessibility needs of people with disabilities, in a timely manner, in the provision of services related to employment.

Definitions:

The procedure with regard to Accessibility in Employment applies only to employees and does not apply to volunteers and other non-paid individuals.

<i>Performance Management</i>	means activities related to assessing and improving employee performance, productivity and effectiveness with the goal of facilitating employee success.
<i>Career Development and Advancement</i>	includes providing additional responsibilities within an employee's current position and the movement of an employee from one job to another that may be higher in pay, provide greater responsibility or be at a higher level, or a combination of these. For both additional responsibilities and employee movement this is usually based on merit or seniority or a combination of these.
<i>Redeployment</i>	means the reassignment of employees to other departments or jobs as an alternative to layoff when a particular job or department has been eliminated.
<i>Information</i>	includes data, facts and knowledge that exist in any format, including text, audio, digital or images, and that conveys meaning.
<i>Communications</i>	means the interaction between two or more persons or entities, or any combination of them, where information is provided, sent, or received.
<i>Accessible Formats</i>	include but are not limited to options such as large print, screen readers, braille, audio format, captioning.
<i>Conversion-ready</i>	is an electronic or digital format that facilitates conversion into an accessible format.
<i>WCAG</i>	refers to the World Wide Web Consortium Web Content Accessibility Guidelines

Legal Framework

Accessibility for Ontarians with Disabilities Act, 2005 (AODA)
 Accessibility Standard for Customer Service, Ontario Regulation 429/07
 Integrated Accessibility Standards, Ontario Regulation 191/11
 Ontario Human Rights Code
 Ontarians with Disabilities Act, 2001

References:

Policy E-09: Human Rights
 Policy E-11: Equity and Inclusive Education