



# ACCESSIBILITY AND THE AODA



# Audience: Volunteers with the Lambton Kent District School Board



# AN ACCESSIBLE ONTARIO

Ontario's Integrated Accessibility Standards Regulation (IASR) requires that all staff and volunteers receive training on:

- The requirements of the accessibility standards set out in the IASR
- The Ontario Human Rights Code as it pertains to persons with disabilities.

This overview of the Accessibility Standards Regulation will support the progress of the Lambton Kent District School in achieving accessibility for students, staff and the public.



# Accessible Standards and the Ontario Human Rights Code

The Ontario Human Rights Code provides direction on **promoting** and **protecting** the rights of persons with disabilities.

To fully understand how the Ontario Human Rights Code and the Integrated Accessibility Service Standards are aligned, please **access the training module on the Ontario Human Rights Code** at: [www.ohrc.on.ca](http://www.ohrc.on.ca)



# Accessibility and the LKDSB

This presentation provides:

- An overview of the Accessibility Standards
- A review of the barriers to Accessibility
- What staff and volunteers in our schools need to know about the Accessibility Standards as they relate to:
  - ✓ Communicating with the public
  - ✓ Providing barrier-free access to services for students and the public
  - ✓ Providing accessible programs for students and the public



# Relationship to LKDSB Values

- ✓ Public education is an investment in the future of all peoples and all communities.
- ✓ All students can learn and are entitled to quality instruction.
- ✓ A safe and caring learning environment is strengthened by embracing diversity, and respecting self, others and the world around us.
- ✓ Student success is achieved through shared responsibility of students, staff, families, community and First Nation partners.
- ✓ Accountability is attained through open dialogue, transparency and fiscal responsibility.
- ✓ We are committed to innovation and continuous improvement.



# Disability in Ontario

The facts:

- Approximately 1 in 7, or about 1.85 million Ontarians, have a disability
- 38% of our population will experience either a permanent or temporary disability over the course of their lives
- At the present time, there are 53% of Canadians living with a disability or have someone in their immediate family circle who is living with a disability.

[Reference: The Teachable Project](#)



# Accessibility for Ontarians with Disabilities Act (AODA), 2005

The goal of the  
Accessibility for Ontarians  
with Disabilities Act  
is to have an  
accessible Ontario by 2025



# Major Barriers for People with Disabilities

A barrier could be a/an:

- Physical barrier
- Architectural barrier
- Information or communications barrier
- Attitudinal barrier
- Technological barrier
- Policy or practice barrier



# More About Barriers

Barriers may be reinforced by:

- Bias
- Lack of information
- Stereotypes
- Myths
- Prejudice
- Lack of awareness
- Unwillingness to accommodate individuals with disabilities

Reference: The Teachable Project at <http://theteachableproject.org>



# Information and Communications Standard

When requested, staff and volunteers should assist individuals by providing educational and training materials in alternate formats such as:

- Offering large print formats
- Offering to read a document
- Converting a document from text to speech electronically
- Providing other formats such as Braille, sign language interpreter and transcribing as needed.



# Program Content and Delivery

The Accessibility Standards **require** staff and volunteers who assist in the classroom to provide instruction and support through a **LENS OF ACCESSIBILITY AWARENESS**.

This could include:

- ✓ Curriculum content
- ✓ Method of delivery
- ✓ School and classroom displays reflecting diversity and inclusion
- ✓ School and classroom resources reflecting individuals with disabilities



# The TeachAble Project for Staff and Volunteers

The TeachAble Project offers staff and volunteers a wide variety of resources designed to build accessibility awareness.

[www.theteachableproject.org](http://www.theteachableproject.org)

Resources include:

- Sample classroom-ready lesson plans incorporating accessibility awareness –written by Ontario teachers and aligned with Ontario curriculum
- An extensive collection of resources about accessibility



# How to Help as a Volunteer

- Ensure your language demonstrates inclusion for all
- Structure programs to incorporate accessibility practices to allow participation by all
- Be flexible. Adapt or change the physical location where possible to meet the needs of those with disabilities
- Keep communication simple and clear
- Use the resources developed by The TeachAble Project



# Our Policies Support Ontarians with Disabilities

At LKDSB, many of our policies support the  
Accessibility for Ontarians with Disabilities Act.

These policies include:

- ✓ Accessibility in Employment
- ✓ Accessibility Standards - Customer Service
- ✓ Accessible Student Transportation Services
- ✓ Equity and Inclusive Education
- ✓ Privacy of Information
- ✓ Safe Schools - Including Progressive Discipline, Code of Conduct and Bullying
- ✓ Special Education - Philosophy



# Have Questions? Need Assistance?

Please contact:

- Superintendent of Education – Special Education
- System Coordinator of Special Education
- Chair of the Accessibility Committee

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or

[www.lkdsb.net](http://www.lkdsb.net)