

**CANADORE COLLEGE**  
**CORPORATE POLICY MANUAL**

**TITLE:** Accessibility for Persons with Disabilities

**EFFECTIVE DATE:** November 17, 2009

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## **1. SCOPE**

### 1.1 Authority

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

### 1.2 Application

This policy applies to all departments within Canadore College.

## **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 equal opportunity in employment, education, accommodation or business dealings with the College. Canadore College believes in 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*.

### 2.2 Principles

The principles that will guide this policy include:

- Dignity – treating people with disabilities as customers who are as valued and deserving of effective and full service as any other customer.
- Independence – freedom from control or influence of others and freedom to make one's own choices.
- Integration – allowing people with disabilities to fully benefit from the same services in the same place and in the same or similar ways as others.
- Equal opportunity – having the same chances, options, benefits and results as others.

### **3. POLICY**

Canadore College will provide the following to persons with disabilities:

- Equal access to services, facilities and educational programs;
- Equal opportunity in employment;
- A work and study environment that is free of discrimination;
- Continuous improvement for access to college property, facilities and services;
- Publication development and the review of the annual College's Accessibility Plan;
- Quality services to all members of the college community; and

The College will ensure that its procedures comply with all accessibility standards legislated by the government of Ontario.

### **4. ROLES AND RESPONSIBILITIES**

#### **4.1 Board of Governors**

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

#### **4.2 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.

### **5. EVALUATION**

This policy will be reviewed every three years.