

AGENCY POLICIES AND PROCEDURES			
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Section:	AGENCY	Reviewed:	January 2022
Subject:	1.1.6 AODA & Workplace Accommodation	Page:	Page 1 of 4
Issue to:	All Manual Holders	Accreditation Standard:	
Issued by:	Board of Directors		

Policy

The Agency strives to create an environment that is inclusive and treats every person in an equitable manner. The Agency is committed to fostering a climate of understanding and mutual respect for the dignity and worth of all persons. The Agency will provide support for and facilitate the accommodation in relation to the Code of individuals so that all may share the same level of access to opportunities.

Procedure

Within the guidelines and requirements of the Code, Family Services Windsor-Essex is committed to:

- Ensuring that each person will be considered individually, on a case-by-case basis, in order to determine accommodation requirements.
- Achieving a culture and work environment that is supportive of employees.
- Ensuring compliance with all applicable legislation.
- Establishing an efficient and timely accommodation process that is consistent with principles of confidentiality and shared responsibility.

The Ontario Human Rights Code prescribes three considerations in assessing whether an accommodation could cause undue hardship: cost, outside sources of funding, and health and safety considerations. Information on the concept of undue hardship can be accessed on the Ontario Human Rights Commission website.

Policy

Family Services Windsor-Essex is committed to excellence in serving all people including those seeking our services, program participants, people making service inquiries, and visitors to the Agency. This Accessibility Policy ensures that people living with disability are given an equal opportunity to access services. This policy also ensures that services are provided in a manner that respects the dignity and independence of people living with a disability.

This Accessibility Policy is informed by the following laws: the Ontario Human Rights Code (the Code), the Accessibility for Ontarians with Disabilities Act (the AODA) and the Integrated Accessibility Standard Regulation (the IASR).

Definitions

- **Disability:** any degree of physical disability, infirmity, malformation, or disfigurement caused by bodily injury, birth defect or illness. A condition of mental impairment, mental disorder, developmental disability, learning disability or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language.
- **Service Animal:** an animal used by a person with a disability for reasons relating to the disability. The person may provide a letter from a physician or nurse confirming that the person requires the animal for reasons relating to the disability or it may be readily apparent.

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- **Support Person:** a person who accompanies a person with a disability to help with communication, mobility, personal care or medical needs or with access to goods or services.
- **Assistive Device:** a tool, technology or other mechanisms that enables a person with a disability to do everyday tasks and activities such as moving, communications and lifting.

Procedure

To ensure that all Board members, staff and interns comply with the Agency's duty to accommodate people with disabilities, training will be provided at the time orientation is completed, when changes are made to this policy and when changes are made to the pertinent laws mandating accessibility. The duty to accommodate is the most appropriate solution that best meets the individual needs of the person with a disability. Accommodation must be made to the point of undue hardship for the Agency.

Training will include the following:

- An overview of the Accessibility for Ontarians with Disabilities Act, 2005 and the requirements of the Customer Service Standards.
- How to interact and communicate with people with various types of disabilities.
- How to interact with people with disabilities who use an assistive device or require the assistance of a service animal or a support person.
- What to do if a person with a disability is having difficulty in accessing the Agency's programs or services.

Training will also go over the following:

Assistive devices: The Agency will ensure that staff, and interns are trained and familiar with various assistive devices that may be used by clients with disabilities while accessing our programs or services. The Agency does provide an accessible TTY telephone line for persons who may require assistance with communication. The TTY telephone is tested monthly by a customer care team member to ensure optimal usage. In addition, annual training will be provided to the customer care department on the functions and importance of the TTY telephone line to ensure accessible communication and customer service. Tips for interacting with assistive devices:

- Do not touch or handle personal devices without permission.
- Never move the device out of the client's reach.
- Respect the client's personal space.
- Remember to be patient.

Communication: Agency Board members, staff, and interns will communicate with people with disabilities in ways that consider their disability. When unsure about the best approach they are encouraged to ask the person politely and not assume they know how best to communicate with the person.

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Tips for interacting with someone with vision loss:

- When guiding a person with vision loss, offer your elbow.
- Make it common practice to describe to client's services being offered.
- Offer to read out loud written documents when not available in Braille.
- Identify yourself and speak clearly and directly to the client.

Tips for interacting with someone with hearing loss:

- Speak clearly, repeat, or paraphrase and ensure your mouth is not covered.
- Have pen and paper available to communicate through notes.
- If a client is using a hearing aid, try to reduce background noise or move to a quieter area.
- Speak directly to the client, not the interpreter.

Tips for interacting with someone with a learning disability:

- Offer to read, discuss, and explain documents.
- Avoid lengthy conversations to allow time to process the information provided.
- Be patient.

Tips for interacting with someone with speech impairment:

- Allow the client to finish their own sentences.
- Never assume they also have another disability.
- Ask simple questions that can be answered with a yes or no.
- Do not pretend to understand what the person is saying. If you are not sure, apologize and ask the person to repeat.

Tips for interacting with someone with a mental health disability:

- Remember they deserve the same respect and consideration as any other client.
- Remain confident and reassuring.
- Ask them to tell you the best way to help.

Tips for interacting with someone with a physical disability:

- Never touch or move their assistive devices without prior permission.
- Never leave the person or their wheelchair in an awkward or undignified position.
- Always try to make eye contact from the same level when having a conversation.

Service Animals: The Agency welcomes people with disabilities and their service animals. Tips for interacting with service animals:

- Do not address or touch the animal-they are working.
- Pet or service animal? Not sure? Ask your client.

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- Allow the client to care for and supervise their animal.
- Bring services to the client in another area when the animal is prohibited.
- Offer a safe location for the animal to wait when required to be separated from their owner.

Support Persons: A person with a disability who is accompanied by a support person will be allowed to have that person accompany them on our premises. Tips for interacting with support persons:

- Which person is the client? Follow their lead or ask when you are unsure.
- Speak directly to the client, not the support person.
- Remember a translator or interpreter is NOT there to participate in the conversation or to provide their personal opinions.

Notice of temporary disruption: In the event of a planned or unexpected disruption to services or facilities for customers with disabilities, alternative services and assistance will be provided, if available. Agency staff will attempt to notify clients promptly and directly via Family Services Windsor-Essex Website, signage at entrances/exits, notices to staff, Radio/TV announcements as appropriate.

Feedback Process

Clients and members of the public who wish to provide feedback on the way the Agency provides services to people with disabilities can verbally discuss their concerns, send an email directly to info@fswe.ca, or have a third party make their feedback known by using any of the options listed. All feedback will be directed to the appropriate staff member and the Executive Director. Clients can expect to hear back within two business days. Complaints will be addressed according to Family Services Windsor-Essex complaint management procedures.

A copy of Family Services Windsor-Essex's Accessibility Policy shall be made available to any person upon request.