

SPECIAL OLYMPICS CANADA

Accessibility Policy

I. Purpose and Scope

The purpose of this Accessibility Policy (the “**Policy**”) is to document Special Olympics Canada’s (“**SOC**”) commitment to improving accessibility.

This Policy is intended to meet the requirements of the Integrated Accessibility Standards, Ontario Regulation 191/11 (the “**IASR**”) made pursuant to the *Accessibility for Ontarians with Disabilities Act, 2005* (the “**AODA**”).

In accordance with the IASR, this Policy addresses the following:

- General Requirements;
- Information and Communications;
- Employment; and
- Emergency Procedures, Plans or Public Safety Information.

II. General Requirements

a. Training

SOC is committed to training staff on Ontario’s accessibility laws, including the requirements of the IASR and the Human Rights Code as it relates to individuals with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers and other staff members. Training will be provided to new employees on an ongoing basis.

III. Information and Communications

a. Accessible Formats and Communication Supports

SOC is committed to meeting the communication needs of people with disabilities. When asked, SOC will provide information and communications materials in accessible formats or with communication supports in a timely manner and at no additional cost to the individual.

This includes publicly available information about our goods, services and facilities, as well as publicly available emergency information. SOC will consult with people with disabilities to determine their information and communication needs.



b. Accessible Websites and Web Content

SOC will ensure that all new websites and content on those sites is in conformance with the Web Content Accessibility Guidelines (WCAG) 2.0 Level A.

c. Feedback

Customers who wish to provide feedback on the way SOC provides goods and services to people with disabilities can contact SOC via email, phone, mail at:

Special Olympics Canada | Olympiques Spéciaux Canada
21 St. Clair Avenue East, Suite 600 | 21 avenue St. Clair Est, bureau 600
Toronto, Ontario, M4T 1L9, Canada
Tel | Tél +1 416 927 9050
Email info@specialolympics.ca

Feedback Forms can also be made available upon request. All feedback, including complaints, will be directed to SOC's Director of Finance & Administration. Customers can expect to receive a response, if requested, within 10 business days.

IV. Employment

SOC is committed to fair and equitable employment practices. SOC will notify the public and staff, when requested, that we will accommodate disabilities during recruitment and assessment processes and when employees are hired.

If SOC uses performance management, career development or redeployment processes, SOC will do so taking into account the accessibility needs of employees with disabilities.

V. Emergency Procedures, Plans or Public Safety Information.

SOC will provide customers with any publicly available emergency information in an accessible format upon request.

SOC will provide employees with disabilities with individualized emergency response information when necessary.

VI. Modifications to this and Other Policies



SOC is committed to developing accessibility policies that respect and promote the dignity and independence of persons with disabilities. Therefore, no changes will be made to this Policy before considering the impact on persons with disabilities.

Any policy of SOC that does not respect and promote the dignity and independence of persons with disabilities will be modified or removed.