

Accessibility Plan and Policies for Keewaydin Camp

This 2022-2027 accessibility plan outlines the policies and actions that **Keewaydin Camp** will put in place to improve opportunities for people with disabilities.

Statement of Commitment

Keewaydin Camp is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of people with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

Accessible Emergency Information

Keewaydin Camp is committed to providing the customers and clients with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities with individualized emergency response information when necessary.

Training

Keewaydin Camp will provide training to employees, volunteers and other staff members on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers and other staff members.

Keewaydin Camp will take the following steps to ensure employees are provided with the training needed to meet Ontario's accessible laws by **January 1, 2023**:

- Research curriculum
- present curriculum in June

Information and communications

Keewaydin Camp is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communication needs.

Keewaydin Camp will take the following steps to make all new websites and content on those sites conform with WCAG 2.0, Level A by **January 1, 2023**:

- Meet with Web designers
- Implement changes

Keewaydin Camp will take the following steps to make ensure existing feedback processes are accessible to people with disabilities upon request by **January 1, 2023**:

- Make sure web has clear contact information
- Make sure menu bar and graphics are described with assistive technology

Keewaydin Camp will take the following steps to make sure all publicly available information is made accessible upon request by **January 1, 2023**:

- Meet with Web designers
- Implement changes

Keewaydin Camp will take the following steps to make all websites and content conform with WCAG 2.0, Level AA by **January 1, 2024**:

- Meet with Web designers
- Implement changes

Employment

Keewaydin Camp is committed to fair and accessible employment practices.

We will take the following steps to notify the public and staff that, when requested, **Keewaydin Camp** will accommodate people with disabilities during the recruitment and assessment processes and when people are hired:

- Provide opportunity for employees to request accommodations and demonstrate their skill in the best way that suits their disability.
- Keewaydin will be a fragrance-free work place.

Keewaydin Camp will take the following steps to develop and put in place a process for developing individual accommodation plans and return-to-work policies for employees that have been absent due to a disability:

- identify and remove barriers, such as inaccessible locations for interviews.
- Set up remote work systems for employees.

We will take the following steps to ensure the accessibility needs of employees with disabilities needs are taken into account if **Keewaydin Camp** is using performance management, career development and redeployment processes:

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[Organization] will take the following steps to prevent and remove other accessibility barriers identified:

- Review and create accessibility check lists when holding an event.
- Learn about the types of accommodations employees might need.
- Yearly review of our maintenance plan.
- Use signage that includes graphics.
- Gather in circles to ensure opportunity for lip reading.

Design of Public Spaces

Keewaydin Camp will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces. Public spaces include:

- Recreational trails/beach access routes
- Outdoor public eating areas like rest stops or picnic areas
- Outdoor play spaces, like playgrounds in provincial parks and local communities
- Outdoor paths of travel, like sidewalks, ramps, stairs, curb ramps, rest areas and accessible pedestrian signals
- Accessible off street parking
- Service-related elements like service counters, fixed queuing lines and waiting areas

Keewaydin Camp will put the following procedures in place to prevent service disruptions to its accessible parts of its public spaces.

In the event of a service disruption, we will notify the public of the service disruption and alternatives available.

For more information

For more information on this accessibility plan, please contact **Emily Schoelzel** at:

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Accessible formats of this document are available free upon request from:
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