



Fairview Parkwood
COMMUNITIES

Accessibility Plan

Fairview Parkwood Communities

Message from the President and Chief Executive Officer

Fairview Parkwood Communities is committed to meeting and exceeding the accessibility standards under the Accessibility for *Ontarians with Disabilities Act, 2005*.

The organization recognizes the diverse needs of residents, clients, families and team members to provide programs and services that are accessible to everyone.

The Accessibility Plan provides an outline of the steps being taken to improve accessibility within the organization. The plan offers guidance to ensure Fairview Parkwood Communities embraces its responsibilities and continues to take the necessary steps to ensure programs and services are accessible and inclusive for all.

Elaine Shantz, MA (Leadership)
President & Chief Executive Officer
Fairview Parkwood Communities

Statement of Commitment

Fairview Parkwood Communities is committed to ensuring equal access and participation for people with disabilities. The organization is committed to treating people with disabilities in a way that allows them to maintain their dignity and independence.

The organization will work to remove and prevent barriers to accessibility, thereby meeting the needs of people with disabilities and meeting the requirements under Ontario's accessibility laws.

Definitions

Definitions as they appear in the *Accessibility for Ontarians with Disabilities Act, 2005*

Disability means

- (a) any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,
- (b) a condition of mental impairment or a developmental disability,
- (c) a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,
- (d) a mental disorder, or
- (e) an injury or disability for which benefits were claimed or received under the insurance plan established under the *Workplace Safety and Insurance Act, 1997*; (“handicap”)

Barrier means

Anything that prevents a person with a disability from fully participating in all aspects of society because of his or her disability, including a physical barrier, an architectural barrier, an information or communications barrier, an attitudinal barrier, a technological barrier, a policy or a practice; (“obstacle”)

Barriers to Accessibility

According to the Government of Ontario, there are five identified barriers to accessibility for persons with disabilities.

Attitudinal: behaviours, perceptions and assumptions against persons with disabilities; often emerge from a lack of understanding of how to communicate with people with disabilities

Organizational/Systematic: policies, procedures or practices that restrict or prevent a person from fully participating

Architectural/Physical: buildings or spaces that create barriers related to design

Information/Communication: relates to both sending and receiving information

Technological: device/platform is not accessible to the intended audience and cannot be used with an assistive device

Multi-Year Accessibility Plan 2023 – 2027

The development of accessibility plans is required under the *Accessibility for Ontarians with Disabilities Act, 2005*. The plan sets out how Fairview Parkwood Communities will work to prevent or remove barriers for people with disabilities accessing programs and services. The plan includes initiatives that have been ongoing since 2017 and new initiatives.

Initiative (Barrier)	Comments	Timeframe
Education and training (Attitudinal)	Ongoing training provided to new team members as part of enrollment process	Ongoing
Education and training (Attitudinal)	Develop staff expertise	Ongoing
Procurement documents (Organizational/Systematic)	Include accessibility-related language	Ongoing
Policies and Procedures (Organizational/Systematic)	Incorporate ADOA standards	Ongoing
Policies and Procedures (Organizational/Systematic)	Identify gaps and barriers (work to remove)	Ongoing
Website (Technological)	Re-design website to meet Web Content Accessibility Guidelines 2.0 Level AA	Complete
Communication (Information)	Encourage residents, clients, families to provide feedback in ways that work for them	Ongoing
Employment (Organizational/Systematic)	Include information for applicants who require a disability-related accommodation to participate in the recruitment process	Complete
Employment (Organizational/Systematic)	Accommodation planning and other supports to employees with disabilities provided, as required	Ongoing

Buildings (Architectural/Physical)	Ongoing common space upgrades include accessibility improvements where applicable	Ongoing
Buildings (Architectural/Physical)	Modifications/renovations in response to specific accommodation approved requests	Ongoing
Buildings (Architectural/Physical)	Accessibility requirements incorporated into Delphine and Lloyd Martin Apartments (Parkwood)	Completion – spring 2024
Buildings (Architectural/Physical)	Accessible apartments incorporated in the Delphine and Lloyd Martin Apartments (Parkwood)	Completion – spring 2024
Buildings (Architectural/Physical)	Accessibility requirements incorporated into long-term care expansion (Fairview)	Completion – spring 2026
Alternative Format Availability (Information/Technology)	Develop a manual of resources of alternative formats	Fall 2024
Communication (Informational)	Accessible communication between campuses and departments	Completed
Events (Attitudinal)	Ensure events are accessible	Ongoing
Snow Removal (Architectural/Physical)	Consideration of barriers to accessibility during the winter	Ongoing
Employment (Organizational/Systematic)	Offer of Employment Letters to include disability-related accommodations	Summer 2024