

	TITLE	AODA POLICY		
	DESCRIPTION	Outlines the Club's responsibilities under the <i>Accessibility for Ontarians with Disabilities Act, 2005</i>		
	DATE ISSUED	December 5, 2020	POLICY NUMBER	BYSC-P002
	DATE EFFECTIVE	December 5, 2020	VERSION NUMBER	2.0

SECTION 1 - POLICY

PURPOSE	The purpose of this Policy is to fulfill the requirements set out in Ontario Regulation 420/07 of the <i>Accessibility for Ontarians with Disabilities Act, 2005</i> ("AODA"), and to ensure that the Club is meeting the needs of people with disabilities by preventing and removing barriers to accessibility.
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SECTION 2 - DEFINITIONS

DEFINITIONS	<p>Disability – as defined in Section 10 of the Ontario <i>Human Rights Code</i> is:</p> <ul style="list-style-type: none"> 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 <i>Workplace Safety and Insurance Act, 1997</i>. <p>Guide Dog - dog trained as a guide for a person who is blind or visually impaired.</p> <p>Service Animal - an animal for a person with disabilities where it is readily apparent that the animal is used by the person for reasons relating to their disability or where the person provides a letter from a regulated health professional confirming that they require the animal for reasons relating to the disability.</p> <p>Support Person - in relation to a person with disabilities, another person who accompanies them in order to help with communication, mobility, personal care or medical needs or with access to goods and services.</p>
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SECTION 3 - PROCEDURES

PROCEDURES

Providing Goods and Services to People with Disabilities

The Club is committed to treating all people in a way that allows them to maintain their dignity and independence while having opportunities equal to others, to obtain, use and benefit from the Clubs goods and services.

Assistive Devices

The Club will ensure that staff are trained and familiar with various assistive devices that are available for use by people with disabilities while on the Club's premises accessing the goods and services of the Club.

Communication

The Club will communicate with persons with disabilities in ways that take into consideration their disability and that preserves their independence and dignity.

Service Animals

A person with disabilities may be accompanied by a guide dog or other service animal when on the Club's premises. The Club reserves the right to request that the person with a disability provide documentation from a regulated health professional where it cannot easily identify that the animal is a service animal. In the event that service animals are excluded by law from the premises, the Club will provide other resources or supports to enable the person with disabilities to access the services and goods offered by the Club.

Support Persons

Person with disabilities may enter Club premises with a support person and have access to the support person while on the premises. The Club does not charge fees for support persons, or if fees are charged for attending the event/activity or service, the Club shall provide notice of the fee amount in advance.

The Club may require persons with disabilities to be accompanied by a support person when on the premises, but only if a support person is necessary to protect the health and safety of the person with disabilities or the health or safety of others on the premises. Before requiring the person with a disability to be accompanied by a support person, the Club will:

- consult with the person with a disability to understand their needs;
- consider health or safety reasons based on available evidence; and
- determine if there is no other reasonable way to protect the health or safety of the person or others on the premises.

ADDITIONAL INFORMATION	<p>Please refer to the following resources for more information</p> <p>Accessibility for Ontarians with Disability Act, 2005 https://www.ontario.ca/laws/statute/05a11</p> <p>Ontario Human Rights https://www.ontario.ca/laws/statute/90h19</p>
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SUMMARY/NOTES	
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SECTION 4 - APPROVALS

VERSION NUMBER	EXECUTIVE DIRECTOR APPROVAL		BOARD APPROVAL		PUBLISH DATE
	Initial	Date	Initial	Date	