



**“accommodation”** is a means, through reasonable efforts, of preventing and removing barriers that impede individuals with disabilities from participating fully in the services of SGDSB and the SGDSB workplace.

## **RATIONALE**

SGDSB believes that excellence in education is founded on respect for the dignity and humanity worth of all individuals and the development of human potential, enabling individuals and groups to participate and contribute fully within a diverse society. Equity, valuing diversity and inclusion are related yet distinct concepts that form the foundation of social justice and reflect values such as fairness, empathy, and respect for the dignity of all human beings.

Practicing equity involves eradicating attitudes, actions, structures and systems that result in discrimination and exclusion. To this end, the SGDSB is committed to the continual improvement of accessibility and the on-going removal of barriers in order to provide greater equity for all.

## **OBJECTIVES**

1. SGDSB is committed to meeting accessibility needs of persons with disabilities in a timely manner. SGDSB also recognizes it has a duty to accommodate the needs of persons with disabilities.
2. SGDSB will on an on-going basis endeavor to ensure that all policies, practices and procedures are consistent with the principles of independence, dignity, integration and equality of opportunity to all with particular attention to persons with disabilities.
3. SGDSB will provide training on the AODA, the requirements and the Ontario Human Rights Code as it pertains to persons with disabilities, for all staff and volunteers who deal with the public or other third parties on behalf of SGDSB. Training will be appropri0( )-4(pe)B0.00000912



21. SGDSB will review the effectiveness of the practices and procedures established under this policy as per SGDSB policy review process.

22. SGDSB will maintain a Multi-Year Accessibility Plan which outlines its strategy to identify, prevent and remove barriers to persons with disabilities in relation to customer service, information, communication and customer service, employe5(de)3(nti)13(f)-14(s)5(on)3(,)6( )-4(com)9(m)