



# **MULTI-YEAR ACCESSIBILITY PLAN**

**2012 - 2017**

**IN ACCORDANCE WITH:**

***Ontarians with Disabilities Act, 2001***

***Accessibility for Ontarians with Disabilities Act, 2005***

***Ontario Regulation 429/07 – Customer Service Accessibility Standard***

***Ontario Regulation 191/11 – Integrated Accessibility Standards***

Available at [www.npsc.ca](http://www.npsc.ca), all our NPSC school sites and in accessible formats upon request  
Feedback on this plan can be provided at: [www.npsc.ca/about-us/accessibility.aspx](http://www.npsc.ca/about-us/accessibility.aspx)

Updated January 22, 2013

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## **Introduction:**

This multi-year Accessibility Plan has been developed in accordance with the Integration Accessibility Standards Regulation under the *Accessibility for Ontarians with Disabilities Act, 2005*. It incorporates the intentions of the Nipissing – Parry Sound Catholic District School Board to meet its obligations under the *Ontarians with Disabilities Act, 2001*. This plan describes the measures that the NPSCDSB will take over the five year period from 2012-2017 to identify, remove and prevent barriers to people with disabilities who work, learn and participate in our Catholic school board community and environment including students, staff, parents and guardians, volunteers and visitors to the board and its schools.

The plan will be guided by the Board's policy statement on **Accessibility Standards** at [www.npsc.ca](http://www.npsc.ca).

## **Background:**

The *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) came into effect on June 13, 2005 and replaced the previous *Ontarians with Disabilities Act, 2001* (ODA).

The purpose of the *Accessibility for Ontarians with Disabilities Act, 2005*, is to achieve accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodation, employment, buildings, structures and premises by January 1, 2025 through developing, implementing and enforcing accessibility standards.

Under the *Act*, school boards must meet certain accessibility standards in five areas over time:

- customer service;
- transportation;
- information and communications;
- built environment; and,
- employment

The Nipissing – Parry Sound Catholic District School Board has developed the procedures, training and feedback tools required to be compliant as of January 1, 2010 with the first accessibility standard under the act, **Accessibility Standards for Customer Service (Ontario Regulation 429/07)**.

According to the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) a barrier is defined “anything that prevents a person with a disability from fully participating in all aspects of society because of his or her disability.”

Types of barriers include:

- physical
- architectural
- information or communications
- attitudinal barrier
- technological
- policy or a practice.

(AODA, 2005, Part 1)

**Objectives:**

To ensure compliance with the *Ontarians with Disabilities Act, 2005, Ontario Regulation 429/07 (Customer Service Accessibility Standard)* and *Ontario Regulation 191/11 (Integrated Accessibility Standards)* this plan:

- Describes the process by which NPSCDSB will identify, remove and prevent barriers;
- Reviews efforts of NPSCDSB to remove and prevent barriers to date;
- Describes the measures NPSCDSB will take in the period 2012-2017 to identify, remove and prevent barriers;
- Makes a commitment to provide an annual status report on the Board’s implementation of the multi-year accessibility plan;
- Makes a commitment to review and update the multi-year accessibility plan every 2 - 5 years and at least once every 5 years as a minimum;
- Describes the measures NPSCDSB will take in making this accessibility plan available to the public.

## **NPSC's Commitment to Accessibility Planning:**

The Nipissing – Parry Sound Catholic District School Board is committed to:

- Developing and maintaining a multi – year accessibility plan;
- Consultation with the Special Education Advisory Committee (SEAC) and people with disabilities in the development and review of its accessibility policies and the multi-year accessibility plan;
- Ensuring, wherever practicable, that Board policies, procedures and practices are consistent with the principles of accessibility and inclusive/universal design.
- Improving access to facilities, policies, programs, practices and services for students, staff, parents/guardians, volunteers and members of the community. Consideration of ongoing identification of barriers will be the responsibility of the NPSC Accessibility Planning Committee and will, wherever practicable, be incorporated in the multi-year plan.

## **About Us:**

The Nipissing – Parry Sound Catholic District School Board offers a high quality Catholic Education. Serving approximately 3,000 students in 12 elementary schools, 1 secondary school and 1 Adult and Continuing Education (ACE) center in the following municipalities: North Bay, Callander, Powassan, Sturgeon Falls and Mattawa. We offer French Immersion programming in 4 of our elementary schools, two of which offer dual track programming in both Early French Immersion and English. We proudly employ a total of 400 full and part-time staff.

## **Mission and Vision:**

All of our Catholic schools are learning centers of excellence, reflecting our Board's vision statement: Rooted in Faith, Alive in Spirit and have formed strong relationships with their parish and the wider community. Our mission: As a faith community, we provide learning opportunities that inspire, nurture and celebrate each learner's journey to: reach their full potential; be a contributing member of society; live the richness of their faith and embrace life long learning.

**NPSC Accessibility Planning Committee:**

<b>Member</b>	<b>Title</b>	<b>Contact Information</b>
Grace Barnhardt	Superintendent of Business and Finance	<a href="mailto:barnharg@npsc.ca">barnharg@npsc.ca</a> 705 - 472-1201, ext 2203
Paula Mann	Superintendent of Education	<a href="mailto:mannp@npsc.ca">mannp@npsc.ca</a> 705 - 472 – 1201, ext. 2271
Danny Russo	Manager of Plant Services and Health and Safety	<a href="mailto:russod@npsc.ca">russod@npsc.ca</a> 705 - 472 – 1201, ext. 2202
Sandy Soule	Human Resources Coordinator	<a href="mailto:soules@npsc.ca">soules@npsc.ca</a> 705 – 472 – 1201, ext. 2231

**Strategy for Prevention and Removal of Barriers:**

Since the AODA came into effect in 2005, the principles of inclusionary practice, freedom from barriers and accessible environments have informed all policies, programs, procedures and services of the Nipissing – Parry Sound Catholic District School Board. Through the annual accessibility plan status report process implemented under the *Ontarians with Disabilities Act, 2001*, NPSC’s programming, policies and practices will continue to be assessed to ensure continuous improvement in accessibility. This process has also been informed by feedback by the NPSC Special Education Advisory Committee (SEAC). This process will continue through the establishment of a multi-year accessibility plan which places particular emphasis on the provisions of the regulations made under the AODA with regard to customer service, information and communications, employment and school transportation.

### **Barrier Identification Methodologies:**

The Accessibility Planning Committee uses the following barrier-identification methods:

<b>Methodology</b>	<b>Description</b>	<b>Status</b>
Annual Review of Facilities to review accessibility needs	Ongoing Plant Services and Special Education Department school/site reviews	Annually
Annual SEAC input on accessibility issues	Input from SEAC	Annually
Public Accessibility Feedback	Via website link at <a href="http://www.npsc.ca/about-us/accessibility.aspx">www.npsc.ca/about-us/accessibility.aspx</a>	Ongoing

### **Recent Barrier Removal Achievements:**

During the last several years, efforts have been made to identify, remove and prevent barriers to people with disabilities. Accordingly, there have been a number of capital projects completed at NPSC that have served to improve accessibility:

- Through our Special Education Annual Report, NPSC has addressed access for students with disabilities through modifications and accommodations of programs and services. The Special Education Report is available on the board website at [www.npsc.ca](http://www.npsc.ca).
- All new structures meet the Ontario Building Code and Ontario Ministry accessibility requirements. We have improved accessibility at our board office in 2009 where an elevator was installed.
- NPSC has developed the Accessibility of School Buildings Capital Expenditure Plan to better ensure physical accessibility to and within all schools (see chart below). If schools require accessibility work to be assessed, a request is submitted to the Manager of Plant Services or the Superintendent of Education responsible and these requests are brought to our Administrative Council for review.

- Attitudinal barriers for people with disabilities are being addressed through staff professional development sessions about diversity, equity and inclusive education and the customer service standard. This is in addition to examining other policies and procedures for barriers to accessibility. NPSC has recently developed an equity and inclusive policy [http://www.npsc.ca/media/69497/ag\\_22.1 - equity and inclusive education policy.pdf](http://www.npsc.ca/media/69497/ag_22.1_-_equity_and_inclusive_education_policy.pdf)
- When new school construction occurs, current building codes are followed and architectural designs are consistent with the principles of universal design as much as possible. Examples include: level access to schools, automatic door openers, elevators in schools/offices of more than one floor and barrier – free accessible washrooms.

**NPSCDSB Accessibility of School Buildings Capital Expenditure Plan: Nature of Improvements and Timelines**

<b>School Name</b>	<b>Installation of Ramps and Hand Rails</b>	<b>Installation of Stairlifts or Elevators</b>	<b>Improvements to door operators, windows and water fountains</b>	<b>Improvements to washroom facilities to make barrier-free</b>	<b>Other Modifications or Installations</b>
Corpus Christi	Completed	N/A	2013-2014	2013-2014	2013-2014
John XIII	Completed	N/A	2013-2014	2013-2014	2013-2014
Mother St. Bride	Completed	Completed	2013-2014	Completed	2013-2014
Our Lady of Fatima	Completed	2017-2018	2017-2018	Completed	2017-2018
Our Lady of Sorrows	Completed	N/A	2013-2014	2012-2013	2013-2014
St. Alexander	Completed	Completed	2013-2014	Completed	2013-2014
St. Francis	Completed	N/A	2014-2015	2014-2015	2014-2015
St. Gregory	Completed	N/A	Completed	Completed	Completed



**NPSCDSB Accessibility of School Buildings Capital Expenditure Plan: Nature of Improvements and Timelines**

School Name	Installation of Ramps and Hand Rails	Installation of Stairlifts or Elevators	Improvements to door operators, windows and water fountains	Improvements to washroom facilities to make barrier-free	Other Modifications or Installations
St. Hubert (PTR School)	2015-2016	Completed	2015-2016	Completed	2015-2016
St. Joseph (PTR School)	Completed	Completed	2017-2018	Completed	2017-2018
St. Luke	Completed	Completed	Completed	Completed	Completed
St. Theresa	Completed	Completed	Completed	Completed	Completed
St. Victor (PTR School)	2013-2014	2013-2014	2013-2014	2013-2014	2013-2014
St. Joseph-Scollard Hall	2020-2021	Completed	2020-2021	Completed	2020-2021
Administrative Office	Completed	Completed	Completed	Completed	Completed

**Barriers to be addressed under the Multi-Year Accessibility Plan 2012 - 2017:**

The Integrated Accessibility Standards Regulation 191/11 filed in June, 2011 pursuant to the Accessibility for Ontarians with Disabilities Act, 2005 identified specific requirements to achieve accessibility in the areas of:

- Information and Communications
- Employment
- Transportation

These requirements build on the Accessibility Standards for Customer Service which came into effect in 2007.

The NPSCDSB intends, through this Multi-year Accessibility Plan for the period 2012-2017, to take action to address barriers to accessibility related to the Standards areas of current Regulations. This is in addition to ongoing work the Board is undertaking with regard to identification and removal of barriers in the Board's physical environment (see Appendix B).

Examples of ongoing work NPSC is undertaking to maximize accessibility include:

- ramps
- signage
- automatic door openers
- washroom modifications
- fire alarm systems
- finishes
- door hardware

The following outlines the actions that the NPSCDSB intends to take in order to ensure systemic, physical, information and communication barriers for persons with disabilities are addressed.

### 2013

- An Accessibility Standard Policy statement is established to meet the accessibility needs of persons with disabilities in a timely manner.
- A multiyear accessibility plan which outlines the strategy of the NPSCDSB to prevent and remove barriers is established
- Upon request, provide educational or training resources or materials in an accessible format that takes into account the accessibility needs due to a disability of the person to whom the material is to be provided by, procuring through purchase or obtaining by other means an accessible or conversion ready electronic format, where available, or arranging for the provision of a comparable resource if resources cannot be procured or converted into an accessible format;
- Student records and information on program requirements, availability and descriptions will be provided upon request in an accessible format to persons with disabilities;
- Procurement: Except where not practicable, accessibility criteria and features will be considered when procuring or acquiring goods, services or facilities;
- Accessibility Standards For Customer awareness training will continue to be provided to new NPSC staff as per Ontario Regulation 429/07).

- NPSC will begin to provide all educators with accessibility awareness training using the Teachable Project resources.

## 2014

- NPSC staff will be provided with training regarding the Integrated Accessibility Standards (Ontario Regulation 191/11) and the Ontario Human Rights Code;
- NPSC will ensure Internet websites and new web content will conform with WCAG2.0 initially at Level A;
- Human Resource Department processes will ensure employees and the public are aware of the availability of accommodation for applicants with disabilities in the recruitment process;
- NPSC will continue to develop individual student transportation plans for students with disabilities.

## 2015

- NPSC will, upon request, provide or arrange for the provision of accessible formats and communication supports for persons with disabilities: in a timely manner that takes into account the person's accessibility needs due to disability, and; at a cost no more than regular cost charged to other persons;
- School libraries will provide, procure or acquire an accessible or conversion ready format of *print* resources for a person with a disability upon request;

## 2016 – 2017

- NPSC will continue to review the status of accessibility awareness training on a Board – wide basis to ensure new staff have been trained.
- Review status of capacity of school libraries to provide accessible or conversion-ready formats of digital or multimedia resources upon request in anticipation of 2020 deadline.
- Review status of Board multi-year accessibility policies and procedures and update as required.
- Review accessibility features of all updates and purchases related to board and school websites in anticipation of WCAG, 2.0, Level AA standards.

### **Review and Monitoring Process:**

The Nipissing – Parry Sound Catholic District School Board will take following steps to review and monitor this plan:

- An annual status report on the progress of the measures taken to implement the plan is prepared;
- This plan will be reviewed every 2 years and updated in consultation with persons with disabilities, with the Board’s Special Education Advisory Committee and other relevant committees.

### **Communication of the Plan:**

This plan is available on our Board’s website at [www.npsc.ca](http://www.npsc.ca). Upon request, the report will be made available in alternative formats.

Questions, comments or feedback regarding NPSC’s Multi – Year Accessibility Plan? Please direct any questions or comments to:

[www.npsc.ca](http://www.npsc.ca) →”Contact Us’

## Appendix A

### **References and Resources:**

The *Ontarians with Disabilities Act, 2001*

[www.e-laws.gov.on.ca/html/statutes/english/elaws\\_statutes\\_01o32\\_e.htm](http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_01o32_e.htm)

The *Accessibility for Ontarians with Disabilities Act, 2005*

[www.e-laws.gov.on.ca/html/statutes/english/elaws\\_statutes\\_05a11\\_e.htm](http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_05a11_e.htm)

Ontario Regulation 429/07 – Accessibility Standards for Customer Service

[www.e-laws.gov.on.ca/html/regs/english/elaws\\_regs\\_070429\\_e.htm](http://www.e-laws.gov.on.ca/html/regs/english/elaws_regs_070429_e.htm)

Ontario Regulation 191/11 – Integrated Accessibility Standards

[www.e-laws.gov.on.ca/html/regs/english/elaws\\_regs\\_110191\\_e.htm](http://www.e-laws.gov.on.ca/html/regs/english/elaws_regs_110191_e.htm)

The Ontario Human Rights Commission

[www.ohrc.on.ca/en](http://www.ohrc.on.ca/en)

Ontario Education Services Corporation (OESC)

<http://www.oesc-cseo.org/English/Accessibility.html>

Halton Catholic District School Board Accessibility Plan

Sudbury Catholic District School Board Accessibility Plan

Waterloo Catholic District School Board Multi – Year Accessibility Plan

## Appendix B

### NPSCDSB Accessibility of School Buildings Capital Expenditure Plan: Nature of Improvements and Timelines

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Mother St. Bride	Completed	Done	2011-2012	Completed	2017-2018
Our Lady of Fatima	Completed	2017-2018	2017-2018	Completed	2012-2013
Our Lady of Sorrows	Completed	N/A	2013-2014	2012-2013	2011-2012
St. Alexander	Completed	Completed	2013-2014	Completed	2013-2014
St. Francis	Completed	N/A	2014-2015	2014-2015	2014-2015
St. Gregory	Completed	N/A	Completed	Completed	Completed
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St. Joseph (PTR School)	Completed	Completed	2011-2012	Completed	2010-2011
St. Luke	Completed	Completed	Completed	Completed	Completed
St. Theresa	Completed	Completed	Completed	Completed	Completed
St. Victor (PTR School)	2007-2008	2007-2008	2007-2008	2007-2008	2007-2008
St. Joseph-Scollard Hall	2020-2021	Completed	2020-2021	Completed	2020-2021
Administrative Office	Completed	Completed	Completed	Completed	Completed