



Accessibility.

Commitment

Fern Hill is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence. We believe in integration and we are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and meeting our accessibility requirements under the Accessibility for Ontarians with Disabilities Act and Ontario's Accessibility laws.

Training

Fern Hill School is committed to training staff on Ontario's accessibility laws and on accessibility aspects of the Human Rights Code that apply to persons with disabilities. We will train our employees as it relates to their specific roles.

Communication

Fern Hill School will communicate with people with disabilities in ways that take into account their disabilities. When asked, we will provide information about our organization and services in accessible formats or with communication supports.

Fern Hill will meet internationally recognized Web Content Accessibility Guidelines 2.0 Level AA website requirements in accordance with Ontario's accessibility laws.

Employment

We will notify employees, potential hires and the public that accommodations can be made during recruitment and hiring.

We will notify staff that supports are available for those with disabilities and where needed, we will put into place a process to develop individual accommodation plans for employees.

Where needed, we will provide customized workplace emergency information to employees who have a disability.

Our performance management processes will take into account the accessibility needs of employees with disabilities.

Modifications to this or other policies

Any of our policies that do not respect and promote the dignity and independence of people with disabilities will be modified or removed.