	ADMINISTRATION & HUMAN RESOURCES POLICY & PROCEDURE MANUAL	POLICY # A30
	SUBJECT: Accessibility for Individuals with Disabilities	PAGE NUMBER 1 OF 2

ISSUED BY: Accessibility Workgroup	ORIGINAL EFFECTIVE DATE: April 2010	
AUTHORIZED BY: Administrative Management Committee	DATE OF REVIEW January 2016	DATE OF REVISION:

POLICY STATEMENT:


Stevenson Memorial Hospital; commits to providing barrier free access to its environments, programs, and services.

Based on the requirements within the Accessibility for Ontarians with Disabilities Act (AODA), 2005, Integrated Accessibility Standards Regulation (IASR) Ontario Regulation 191/11 Stevenson:

1. Establishes an annual accessibility plan that describes the measures to identify, remove and prevent barriers to persons with disabilities.
2. Ensures that documents and practices to comply with the AODA and its standards and regulations include but are not limited to:
 - a. Accessible Transportation
 - b. Employment Standards
 - c. Design of Public Spaces
 - d. Information and Communications

Concerns or questions regarding accessibility should be referred to Patients Relations or other appropriate personnel as defined in the Customer Feedback policy and Customer Feedback procedure.

All policies, procedures and plans for providing accessible service are published on the Stevenson website and are available to customers upon request. When providing these documents to a person with a disability, the information will be provided in a format that takes into account the person's disability.

	ADMINISTRATION & HUMAN RESOURCES POLICY & PROCEDURE MANUAL	POLICY # A30
	SUBJECT: Accessibility for Individuals with Disabilities	PAGE NUMBER 2 OF 2

Definitions:

The AODA provides the following definitions:

Disability:

- 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
- 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:

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, policy or a practice; ("obstacle").

References:

- Accessibility for Ontarians with Disabilities Act (AODA)
Ontario Human Rights Code (OHRC)