

 <b>Confederation</b> COLLEGE <b>COLLEGE POLICY</b>	Number: 1-1-11	# of Pages: 2
	Originator:	Accessibility Working Group
	Approved By:	College Planning Committee
	Effective Date:	September 2004
	Replaces:	<b>NEW</b>
<b>ACCESSIBILITY AND ACCOMMODATION</b>		

## 1. STATEMENT

- 1.1 Confederation College is committed to providing reasonable access and accommodation to its academic, social, and employment opportunities to persons with disabilities. While upholding this commitment, the College will continue to maintain the high standards of achievement and excellence which are essential to the integrity of the College's programs and services. In advancing these aims, the College will ensure that its policies, practices and procedures conform to Federal and Ontario statutes and regulations.
- 1.2 In keeping with this policy, each year the College will develop an accessibility plan in accordance with the Ontarians with Disabilities Act. This plan will include regular review of existing policies, procedures and practices with an aim of ensuring that barriers to accessibility are eliminated.

## 2. RATIONALE

- 2.1 This policy establishes a strategy to identify, remove, and take a pro-active approach to removing barriers in all policies, procedures and programs for persons with disabilities in conjunction with the College's mission of providing 'excellent, accessible, learner-centred education...'

## 3. DEFINITIONS

- 3.1 A person with a disability is a person who has:
- (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 Workplace Safety and Insurance Act, 1997.

- 3.2 Barrier: a barrier is any obstruction, whether physical, attitudinal, architectural, informational, communicational, technological, or through policy or practice preventing individuals from experiencing, participating, or having access to academic, social, and employment opportunities. Sample possible barrier areas are covered under 4.1 in this policy.
- 3.3 AWG (Accessibility Working Group): a committee within the College, which is established under the guidelines of the Ontarians With Disabilities Act (2001). The committee is committed to creating, maintaining and promoting a barrier-free environment for persons with disabilities. In conjunction with this policy, the committee will assist in promoting a barrier-free environment for all those who enter the main and subsidiary premises, while practicing within the guidelines of federal and provincial regulatory bodies and restrictions. With the College's mission in mind, the committee will prioritize accessibility initiatives taking into account resources and budgetary considerations.
- 3.4 Accommodation: making every reasonable effort to remove barriers to allow access to social, academic, and employment opportunities.