



# Purpose

The purpose of this Multi-Year Accessibility Plan 2023-2027 (MYAP) is to put forward an overarching strategy for the Kawartha Pine Ridge District School Board (KPR) to identify, remove and ]!^ç^}cÁàæ!;!ã^!•Ác@æcÁ•c~ã^}c•ÉÁ•cæ ÉÁæ}áÁ [c@^!Á { ^ { à^!•Á [~Ác@^ÁSÚÜÁ community (parents, community members, volunteers, visitors and trustees) may experience or encounter while learning, working and interacting within our educational culture. This MYAP also makes clear our expressed commitment to meet all compliance requirements under the **Accessibility for Ontarians with Disabilities Act (AODA)**.

# Overview

In fostering a culture of inclusion, KPR is committed to ensuring accessibility for all persons with disabilities so that its students, •cæ ÉÁæ}áÁ { ^ { à^!•Á [~Ác@^Á , äã^!ÁSÚÜÁ&[ { { ~ }äc^Á^}b [ ^ÁæÁàæ!;!ã^!É free environment and one that wholly supports the dignity of ^ç^!^ [ ] ^ÉÁV@ã•Á , ä||Áà^Á!^' ^&c^áÁc@! [ ~ \* @ [ ~cÁSÚÜÁà^KÁÁ

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- students with disabilities in receipt of educational services are able to do so without encountering barriers that adversely impacts engagement, participation and a sense of belonging;



premised on KPR’s priority of creating conditions that meet the unique needs of all its stakeholders through centering our understanding on a human rights model of disability.

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When making key decisions that involve persons with disabilities, KPR is committed to accessibility through the human rights model outlined in the **I b]hYX`BUh]cbg` 7 cb jYbh]cb`cb`h\Y`F][ \hg`cZ`**

**Persons with Disabilities** which elevates human rights principles

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- disability as being a natural part of human diversity that must be acknowledged, respected and supported in all its forms;
- persons with disabilities as having the same inherent human rights as everyone else in society at large;
- impairments being a natural part of everyday life and not as an excuse to curtail, deny or restrict the rights of persons with disabilities.

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accessibility for the wider community of KPR with its services, facilities, student transportation, employment, buildings, structures, and premises.

As such, we remain wholly committed to identifying, removing, and preventing barriers that anyone from within and outside the KPR community may encounter when interacting with us. This aligns with ?DFDg' GhfUhY [ ]W'D`Ub' &\$&' !&\$&\* which focuses on inspiring students to excel in learning, succeed in life and enrich our communities.

Board Action Plan Graphic.

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In fostering a culture of accessibility, KRP's Mission, Vision and Disability inclusion is premised on participation in every aspect of life to the fullest extent possible.

**Mission** – To inspire our students to excel in learning, to succeed in life, and to enrich our communities.

**J]g]cb** – To be an innovative and responsive educational community focused on student achievement, well-being, and success for all; we value the diversity and uniqueness of all students, employees, and community members. We are ambassadors of public education.

**JU` i Yg** – An unwavering commitment to educational achievement, well-being and success

- Image of six circles leading into each other forming a larger circle representing KPR's mission, vision, and values.

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starting at the top is a yellow circle stating gh i XYbhgð' i b]e i Y'  
ghfYb [h\g'UbX'g\_]`g which leads into a dark blue circle stating  
\c`]gh]W'UddfcUW\Yg'hc'=bX][Ybc i g' ?bc k`YX[Y'UbX' : cW i g'  
cb'Hf i h\ 'UbX' FYWcbW`]Uh]cb;



- a condition of mental impairment or a developmental disability;
- a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language, and
- a condition that is claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.”

In meeting KPR’s obligations under the AODA, we are committed

to meeting the needs of all students, including those with disabilities, and to providing a safe and accessible learning environment for all students.

7. We will continue to work with our partners, including the Ministry of Education, to ensure that all students have access to the same quality of education.

8. We will continue to work with our partners, including the Ministry of Education, to ensure that all students have access to the same quality of education.

9. We will continue to work with our partners, including the Ministry of Education, to ensure that all students have access to the same quality of education.

10. We will continue to work with our partners, including the Ministry of Education, to ensure that all students have access to the same quality of education.

11. We will continue to work with our partners, including the Ministry of Education, to ensure that all students have access to the same quality of education.

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At KPR we regard a **barrier** as referring to anything that prevents persons with disabilities from fully participating in all aspects of KPR due to their disability. The MYAP considers barriers as being especially relevant to persons with disabilities in review of new and existing policies and practices at KPR.

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- **5hh]h i X]bU`cf`gcW]U`VUff]Yfg** refers to the ways of thinking or feeling by people that could result in behaviours that hinder positive interactions and possibly impact service delivery. It occurs when biases and stereotypes about persons with disabilities impede persons with disabilities from fully participating

- **Attitudinal barriers** occur when technologies are not designed or introduced to be user-friendly and fail the needs of persons with disabilities at KPR.
- **Systemic barriers** result from KPR's policies, practices, and procedures that apply to everyone, yet have the impact of restricting persons with disabilities.

## **Accessibility**

KPR is committed to developing policies that respect and promote the dignity and independence of persons with disabilities. Services and operations are designed to promote and enhance student

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 accessibility barriers that are reported are tracked and addressed by managers and school administrators through the Report IT!  
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our commitment to workplace safety and outline the roles of managers and employees in maintaining and contributing to a safe work environment.
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 actual and potential accessibility barriers. Accessibility barriers are documented and reported to the school administration,  
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KPR's public website.
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 targets for accessibility initiatives and changes in process.

# Accessibility Compliance Plan

The plan is organized using a series of charts for each AODA and QOEÜÜÁ•cæ} åæ!âÉÁÒæ&@Á&@æ!cÁã} &|~ å^•Áæ&&^••ãà|ãc^Á!^~ã!^ { ^}c•Á [ !Á \* [ æ|•Á~ [ !Ác@^Á•cæ} åæ!âÉÁãå^} cã, ^•Á, @ [ Áã•Á|^æãã} \*Á [ !Á!^• ] [ } •ãà|^Á~ [ !Á ensuring the goal is complete, and the status of the goal.

V@^Á, !•cÁ&@æ!cÁã•Áæà [ ~cÁc@^Á **Customer Service ghUbXUfX** with the •cæc^ { ^}cÁc@æcÁæ||Áã} åãçãã~æ|ÁSÚÜÁ•&@ [ [|•Áæ} åÁc@^ÁÒã~&æcã [ }ÁÔ^}c!^Á are committed to excellence in serving all customers including persons with disabilities.

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- Develop, implement, and maintain a policy and associated administrative regulations (B-3.4 Accessibility for Persons with Disabilities) on providing goods and services to persons with åã•æã|ãcã^•Ác@æcÁæãå!^••^•K

the provision of Goods and Services to Persons with Disabilities;  
use of assistive devices, guide dogs, service animals and service dogs, and use of support persons;  
notice of service disruptions, training, feedback process, and this policy will be made publicly available and in accessible format where requested.

- The lead responsible for accessible customer service policy and and Accessibility.
- The status of this goal is complete.

The second goal for customer service is hfU]b]b [ .

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including reasons for disruption, anticipated duration, and description of alternatives.

- The lead responsible for notice of temporary disruptions is





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- The status of this goal is complete with processes in place for ongoing compliance.

The third goal for information and communication is **accessibility reports**.

- Complete government accessibility reports as required in accordance with the AODA and Regulations and internal policy.
- The lead responsible for accessibility reports is the Ó [ { { ä••ã [ } ^!q•ÁU &^Á [-ÁP~ { æ}ÁÜã\* @c•ÉÁÒ~ ~ãc^Áæ} áÁCE&&^••ãà|ãc^ÉÁ and the Accessibility Advisory Committee.
- The status of this goal is recurring.

The fourth goal for information and communication is **XY jY`cd a Ybh` of an online accessibility hub**.

- A repository of accessibility resources available in one place.
- Links to KPR disabilities-related policies, procedures, practices, etc.
- Legislative or AODA updates, links to disabilities related associations, list of community agencies and resources, educational resources for human rights-based approaches to accessibility and inclusion education, suggested reading, such

as books, reports, articles, websites, blogs, etc., or other media, such as video audiobooks, podcasts, training opportunities, etc.

- The lead responsible for the development of an online  
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- The status of this goal is ongoing as required and requested.

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- This includes disability literacy and language use, making information and communications accessible, and accessible websites and content.

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Inclusion, the Accessibility Advisory Committee, and Corporate  
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- The status of this goal is ongoing as required and requested.

The next chart covers the IASR Requirement **8Yg][b'cZ'DiV]W' Spaces** with the statement that KPR is committed to meeting the requirements under the IASR regarding the design of public spaces.

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- Provide targeted training to Facilities Services on accessibility considerations as per the AODA, such as the design of public spaces, for example, accessible play areas and play structures, where accessibility and barrier removal are addressed.

- Training to develop annual accessibility plan and outlining  
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1. Funding challenges;

2. Standards change over time and going beyond the minimum standard for legal compliance to a culture of maximum inclusion, and

3.

- The lead responsible for procurement is Business and Corporate Services, and Facilities Services.
- The status for this goal is complete with ongoing implementation as needed.

The third goal for design of public spaces is **UWWYggJV`Y`UbX` barrier free washroom plan.**

- A plan to ensure all KPR sites have an accessible, barrier-free washroom.
- The lead responsible for accessible and barrier-free washroom plan is Business and Corporate Services, Facilities Services, and the Accessibility Advisory Committee.
- The status of this goal is ongoing.

The fourth goal for design of public spaces is **UWWYggJV`Y`UbX` VUff]Yf`ZfYY`d`Um [fc i bX`d`Ub.**

- A plan to make all KPR playgrounds accessible. Considers opportunities for cost-sharing with municipal and governments in support of creating more accessible community parks and green spaces.
- The lead responsible for accessible and barrier-free playground plan is Business and Corporate Services, Facilities Services, and the Accessibility Advisory Committee.
- The status of this goal is ongoing.

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- Notify applicants invited to participate in the interview and assessment process that accommodations are available on request to support participation in the process.
- Consult with the applicant to provide suitable accommodation that take into account the participant's accessibility needs due to a disability.
- Review and update the Accessibility Plan and related policies of policies for accommodating employees with disabilities.
- The lead responsible for employment recruitment process is the Human Resources Manager.
- The status of this goal is complete with processes in place for ongoing compliance.

The second goal for employment is to provide necessary accommodations for **employees of supports**.

- Inform employees of policies used to support employees with disabilities.
- The lead responsible for employment informing employees of policies is the Human Resources Manager.
- The status of this goal is complete with processes in place for ongoing compliance.

The third goal for employment is to provide necessary accommodations for **employees of direct support workers**.



- Provide individualized workplace emergency response information to help employees with disabilities when required in accordance with established procedures.
- When an employee who receives individualized workplace emergency response information requires assistance, and with information to the person designated by the KPR to provide assistance to the employee.
- Individualized workplace emergency response information shall be provided to the organization, their overall accommodation needs or plans are reviewed, or when KPR reviews its general emergency response policies.
- The lead responsible for employment workplace emergency response is the KPR.
- The status of this goal is complete with processes in place for ongoing compliance.

The fourth goal for employment is to ensure that all employees with disabilities have access to emergency response information and procedures.

- The KPR will ensure that all employees with disabilities have access to emergency response information and procedures.

- Individual accommodation plans will be developed in accordance with the requirements of the IASR.
- Parents and students are encouraged to participate in the development of the plan.
- The lead responsible for employment individual accommodation is the Human Resources Department.
- The status for this goal is complete with processes in place for ongoing compliance.

Under the **Transportation** with the statement that KPR is committed to meeting the requirements under the IASR regarding transportation.

The ongoing goal for transportation is removal of barriers in student transportation.

- Removing physical barriers related to walking distances to buses, for example, students on the autism spectrum.
- Improved policies around who can support youth getting on accessible, for example, bus planner.
- The lead responsible for removal of barriers in student transportation is Business and Corporate Services with STSCO.

- The status of this goal is ongoing.

## More Information

To learn more about our Multi-Year Accessibility Plan (MYAP) or  
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The following are hyperlinks to government legislation and KPR policies and administrative regulations related to accessibility.

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