



Camp Solelim's Accessibility Policy

Purpose and Application

Under the Accessibility for Ontarians with Disabilities Act, 2005 all municipalities must meet the requirements of accessibility standards established by regulation. This policy establishes the accessibility standards for customer service for Camp Solelim, in accordance with Ontario Regulation 429/07 and Ontario Regulation 191/11 (Integrated Accessibility Standards Regulation). This policy applies to all employees of Camp Solelim, agents, volunteers and contracted service staff.

Definitions

Accessible means customer service is provided in a manner that is capable of being easily understood or appreciated; easy to get at; capable of being reached, or entered; obtainable.

Disability means:

- a) Any degree of physical 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 impairment, 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,
- 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

Guide Dog means a dog trained as a guide for a blind person and having the qualifications prescribed by the Blind Persons' Rights Act R.S.O. 1990, c. B.7, s. 1 (1).

Service Animal is an animal for a person with a disability, if it is readily apparent that the animal is used by the person for reasons relating to his/her disability; or if the person provides a letter from a physician or nurse confirming that the person requires the animal for reasons relating to the disability.

Policy Statement

Camp Solelim is committed to providing exceptional and accessible service to its customers. Goods and services will be provided in a manner that respects the dignity and independence to all customers. The provision of services to persons with disabilities will be integrated wherever possible. Persons with disabilities will be given an opportunity equal to that given to others, to obtain, use or benefit from the goods and services provided by and on behalf of Camp Solelim.



Camp Solelim's Accessibility Policy

Policy Requirements

1) Accessibility Training Policy

- a) Every person who deals with members of the public or who participates in developing Camp Solelim's policies, practices and procedures governing the provision of goods and services to the public; including camp staff, volunteers, agents, contractors and others who provide service on behalf of Camp Solelim will receive training regarding the provision of goods and services to persons with disabilities.
- b) The training will include the following information:
 - The purposes of the Accessibility for Ontarians with Disabilities Act,
 - How to interact and communicate with persons with various types of disabilities,
 - How to interact with persons with disabilities who use an assistive device, or require the assistance of a service animal or support person
 - How to use equipment made available by the camp to help people with disabilities to access goods and services
 - What to do if a person with a disability is having difficulty accessing services.
- c) Training will be provided to each person according to his or her needs and duties and as soon as is practicable on an ongoing basis in connection with changes to policies, practices and procedures governing the provision of goods or services to persons with disabilities. A record of the dates on which training is provided and the number of individuals to whom it is provided will be kept.

2) Feedback Process

- a) Camp Solelim accepts feedback from the public in a variety of methods including:
 - Phone
 - In person
 - Email
 - And, through feedback forms
- b) Camp Solelim will ensure its feedback processes is accessible to people with disabilities by providing or arranging for accessible formats and communication supports, on request.
- c) Camp Solelim will consult with the person making the request for accessible information to determine the suitability of the format or communication support. We will provide the accessible format in a timely manner and, at no additional cost. All feedback is reviewed by the Camp Director. Complaints are investigated and follow up is provided to the customer if requested.

3) Use of Service Animals and Support Persons

- a) If a person with a disability is accompanied by a guide dog or other service animal, Camp Solelim will ensure that the person is permitted to enter Camp Solelim's facilities with



Camp Solelim's Accessibility Policy

the animal and to keep the animal with him or her unless the animal is otherwise excluded by law. Where a service animal is excluded by law, Camp Solelim will ensure that other measures are available to enable the person with a disability to obtain, use and benefit from the camp's goods and services. When we cannot easily identify that an animal is a certified service animal, our staff may ask a person to provide documentation (template, letter or form) from a regulated health professional that

confirms the person needs the service animal for reasons relating to their disability. A service animal can be easily identified through visual indicators, such as when it wears a harness or a vest, or when it helps the person perform certain tasks. The service animal must be under the care and control of the individual at all times. The following are conditions of having a service animal on site:

- Owners are able to manage their animal's food, hygiene, health, safety and behaviour independently
- The animal's presence in a cabin does not create physical or mental health issues for other campers or staff
- If Camp Directors determine that having a specific certified service animal in camp is unworkable, the Directors will insist that the animal leave the premises

If service animals are prohibited by another law, or regulatory matter, or conflicting lawful interest, we will do the following to ensure people with disabilities can access our goods, services or facilities:

- Explain why the animal is excluded
 - Discuss with the customer another way of providing goods, services or facilities
- b) If a person with a disability is accompanied by a support person, Camp Solelim will ensure that both persons are permitted to enter the camp facilities, and that the person with a disability is not prevented from having access to the support person. Camp Solelim may require a person with a disability to be accompanied by a support person when in a camp facility, but only if, after consulting the person and considering the available evidence, a support person is necessary to protect the health or safety of the person with a disability or the health or safety of others in the facility. If an amount is payable by a support person for admission, or otherwise, to a premise, Camp Solelim will ensure notice is given in advance about the amount.

4) Notice of Temporary Disruptions

- a) Camp Solelim shall provide notice of disruption of services to the public.
- b) Any Notice of Disruption will contain the following:
 - Reason for the disruption
 - Anticipated duration
 - Alternative facilities or services
- c) Camp staff will provide such notice in at least one of the following three methods:



Camp Solelim's Accessibility Policy

- Notice physically posted at the site of the disruption
- Notice on the camp website
- Notice in local newspaper

5) Notice of availability of documents

- a) Camp Solelim will provide the public notice of the availability of the documents, required by the Accessibility Standards for Customer Service, (O. Reg 429/07) upon

request. Notice of availability will be provided on Camp Solelim's web site and through other printed methods.

6) Format of documents

- a) If Camp Solelim is required, by the Accessibility for Ontarians with Disabilities Act, 2005, to give a copy of a document to a person with a disability, the camp will consider the person's ability to access the information and will provide the document or information contained in the document in a format that meets those needs as agreed upon in consultation with the person. Camp Solelim will provide the accessible format in a timely manner and at no additional cost.

7) Return to Work Policy

- a) Camp Solelim will be fair, reasonable, and comply with all regulations and standards to assist in your return to work
 - This may include direct consultation with the Camp Director (or his designate), working collaboratively to a timely return to work while being sensitive and accommodating to the employees needs throughout the process