

Multi-Year Accessibility Plan Requirement

[Regulation 191/11: Integrated Accessibility Standards](#) under the [Accessibility for Ontarians with Disabilities Act, 2005](#) requires organizations to create multi-year accessibility plans, update them at least once every five years and post them on their websites if they have one. An accessibility plan outlines what steps an organization will take to prevent and remove barriers to accessibility and when it will do so.

The law is flexible, so you can develop your accessibility plan in a way that works best for your organization. There is no right or wrong way. This form includes sample information to help you comply with section 4 of the [Regulation](#).

This section applies to the Government of Ontario, Legislative Assembly of Ontario, Designated Public Sector organizations as well as business/non-profit organizations with 50 or more employees.

General Disclaimer

This document is provided for general information only as a sample reference to assist organizations in meeting their obligations under the *Accessibility for Ontarians with Disabilities Act, 2005*. Each organization is responsible for understanding and complying with its legal obligations and developing its own policies, procedures and material based on its particular situation. Users are encouraged to seek independent advice and the Government of Ontario, in providing public information on accessibility is not responsible for its usage.

Sample Plan

Message from the CEO

BCS is committed to providing excellent service to all staff, students,, parents, and visitors in our community including persons with disabilities.

BCS's goal is to focus on identifying, removing, and preventing barriers for persons with disabilities.

-Andy Cabral, Principal

Preventative Maintenance for Accessibility-related building and equipment

- Handicap doors (SH Entrance) maintenance schedule: doors checked monthly for functionality by custodial staff. Maintenance calls made as needed.
- Elevator maintenance scheduled bi-yearly with each elevator company (Savaria and Delta)
- Sloped walkways salted prior to expected snow or freezing rain
- Class scheduling accommodates wheelchair access for all students (limits use of portables)
- Yearly evaluation of parking lot paint

Emergency Maintenance for Accessibility-related building and equipment

- Sloped walkways cleared immediately by custodial staff during snowfall and freezing rain.
- Office and maintenance contacted immediately in the event of elevator malfunction -- release key kept with custodial staff.
- Alternative, main-floor learning spaces available (main library) for classes when elevators are not working.
- Learning Hub Access: Full-time staff (Kate Heersink) available to assist wheel-chair or mobility-restricted persons with entrance and exit from library.

Introduction

Brampton Christian School will strive to ensure that its policies, practices and procedures are consistent with the following core principles as outlined in the AODA:

- Dignity – ensure persons with disabilities are provided with services in a manner that will allow them to maintain self-respect and the respect of others.
- Independence – ensure persons with disabilities have the right to work on their own and are able to do things in their own way.
- Integration – ensure persons with disabilities fully benefit from the same goods and services, in the same place and in the same or similar manner as others. This may require alternative formats and flexible approaches. It means complete and full participation.
- Equal Opportunity – ensure persons with disabilities have the same chances, options, benefits, and results as others.

Brampton Christian School

Name of Organization

strives to meet the needs of its employees and customers with disabilities and is working hard to remove and prevent barriers to accessibility.

Brampton Christian School

Name of Organization

is committed to fulfilling our requirements under the *Accessibility for Ontarians with Disabilities Act, 2005*. This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities.

Our plan shows how we will play our role in making Ontario an accessible province for all Ontarians.

The plan is reviewed and updated at least once every 5 years.

We train every person as soon as practicable after being hired and provide training in respect of any changes to the policies

We maintain records of the training provided including the dates on which the training was provided and the number of individuals to whom it was provided.

Section 1. Past Achievements to Remove and Prevent Barriers

In this section, you have the opportunity to highlight specific projects and programs your organization has implemented to improve accessibility for people with disabilities and to meet requirements of the *Accessibility for Ontarians with Disabilities Act*. Under each heading, add an introductory paragraph, if you wish, and provide information in bullets. You may also want to add a paragraph describing the corporate approach to addressing barriers. Disregard any headings that do not apply.

has completed the following accessibility initiatives.

Customer Service

Provide information detailing actions your organization took to comply with the customer services standard. Include a statement confirming that your organization has remained in compliance with the Customer Service Standards, how customer feedback was submitted, actions to address the feedback received and actions your organization took to identify/address potential barriers that may prevent people from giving feedback.

Detail actions and list initiatives from past years.

[BCS has remained in compliance with Customer Service Standards](#)

[Learning Disabilities - Full Accommodations Policy developed, compliant with Ontario Human Rights Code](#)
[multiple full-time and part-time staff employed to support students with learning disabilities](#)
[Physical](#)

Information and Communications

Detail actions and list initiatives from past years.

[- Website maintained compliant with Web Content Accessibility Guidelines 2.0 Level AA \(except for live captions and prerecorded](#)

[- EDSBY online platform purchased and licensed for communication, online meetings and updates](#)

Employment

Detail actions and list initiatives from past years.

[Accessibility policy written and included in Staff Handbook](#)

Procurement

Note: This section may not apply to your organization.

List initiatives from past years, if applicable.

Self-service kiosks

Note: This section may not apply to your organization.

List initiatives from past years, if applicable.

Training

List initiatives from past years, if applicable.

[Ongoing Professional Training, including meetings/training on Learning Disabilities, on specific student disabilities and accommodations, etc.](#)

Design of Public Spaces

Note: This section may not apply to your organization.

List initiatives from past years, if applicable.

[large, open hallways for most recent expansion \(SH division\) - construction of packed limestone pathway to portable learning hub created with multiple configurations and seating options](#)
[automated handicap doors installed in exterior entrance of SH](#)

Transportation

Note: This section may not apply to your organization.

List initiatives from past years, if applicable.

Other

If your organization implemented initiatives that do not apply to any of the above headings, please list them here.

Section 2. Strategies and Actions

Identify the projects and programs your organization plans to accomplish to meet the requirements of the *Accessibility for Ontarians with Disabilities Act* and to remove and prevent barriers to people with disabilities.

Customer Service

[Brampton Christian School](#)

Name of Organization

is committed to providing accessible customer service to people with disabilities. This means that we will provide goods, services and facilities to people with disabilities with the same high quality and timeliness as others.

List the initiatives your organization is planning to continue in order to comply with the Customer Service Standard (e.g., training new staff) and specify the timeframe for each.

- continue walk-around inspections by JHSC which include evaluation of accessibility issues (monthly)
- re-do concrete slabs in walkway area in front of school (Summer 2024)
- revise and improve Accommodation Policy for students (by June 2023)

Information and Communications

[Brampton Christian School](#)

Name of Organization

is committed to making our information and communications accessible to people with disabilities.

List the initiatives your organization is planning and specify the timeframe for each.

- publish to parent community updated version of Accommodation Policy (by June 2024)
- develop tracking protocol to ensure staff are aware of, and accountable to apply, accommodation plans which have been established for students with disabilities (June 2024)

Employment

[Brampton Christian School](#)

Name of Organization

is committed to fair and accessible employment practices.

List the initiatives your organization is planning and specify the timeframe for each.

- continue required AODA training for new staff (yearly)

Procurement

[Brampton Christian School](#)

Name of Organization

is committed to fair and accessible employment practices.

List the initiatives your organization is planning and specify the timeframe for each, if applicable.

Self-service kiosks

[Brampton Christian School](#)

Name of Organization

is committed to incorporating accessibility features/ considering accessibility for people with disabilities when designing, procuring or acquiring self-service kiosks.

If applicable, list the initiatives your organization is planning and specify the timeframe for each.

Training

[Brampton Christian School](#)

Name of Organization

is committed to providing training in the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities.

List initiatives your organization is planning and specify the timeframe for each.

-continue required AODA training course for new staff (yearly)

-train/communicate staff on revised Accommodation Policy (PD in advance of 2024-25 school year)

Design of Public Spaces

[Brampton Christian School](#)

Name of Organization

will meet accessibility laws when building or making major changes to public spaces.

If applicable, list initiatives your organization is planning and specify the timeframe for each.

-build accessibility concerns as an agenda item in planning and discussion of new building expansion (January 2025)

[Brampton Christian School](#)

Name of Organization

will put procedures in place to prevent service disruptions to the accessible parts of our public spaces.

Transportation

[Brampton Christian School](#)

Name of Organization

is committed to accessible transportation services.

List the initiatives your organization is planning and specify the timeframe for each, if applicable

Other

If your organization has planned initiatives that do not fit any of the above headings, list them here in bullet format and specify the timeframe.

For More Information

For more information on this accessibility plan, please contact at

Last Name Cabral	First Name Andy	Middle Initial
Telephone Number 905-843-3771	Email Address	

Our accessibility plan is publicly posted at

Website and/or Social Media Addresses
www.bramptoncs.org

Standard and accessible formats of this document are free on request from

Last Name Mc Knight	First Name Ana	Middle Initial M
Telephone Number 905-843-3771	Email Address amcknight@bramptoncs.org	