



Accessibility Policy

Policy type: **Board and CEO – Executive Limitations**

Policy number: **BC-EL-21**

Policy title: **Accessibility**

Policy approval date: 11/2014

Accessibility

The Board will ensure that the Library complies with the spirit, principles and intent of the Accessibility for Ontarians with Disabilities Act (AODA) and designates the CEO as the individual accountable for the organization's compliance with legislation.

For the purposes of AODA, the GPL provides services on behalf of the municipality of the City of Guelph and therefore, is considered with the municipality a "large designated public sector organization".

Accordingly, the CEO shall not:

Allow the library to operate without:

- 1. A Statement of Organizational Commitment to meet the accessibility needs of persons with disabilities (as follows):**
Guelph Public Library (GPL) establishes an accessibility plan, policies, practices and procedures that respect the dignity and independence of persons with disabilities. GPL is committed to meeting the accessibility needs of people with disabilities and ensuring they will benefit from the same opportunities and services the library affords to all other people.
- 2. Compliance with the obligations for a "large designated public sector organization" as set out in the AODA regulations and the relevant codes, by- laws and policies of the City of Guelph relevant to accessibility issues.**
- 3. Ensuring that policies and procedures comply with the AODA and regulations made under the AODA and that all employees, volunteers, policy makers and third parties providing goods, services or facilities on GPL's behalf receive training on the requirements of the Integrated Accessibility Standards Regulation (IASR) and Human Rights Code.**