

NIPISSING UNIVERSITY STUDENT UNION



**Accessibility Policy**

**Approved by the Board of Directors on: May 16th, 2022**

## **I. PREAMBLE**

This policy outlines the legal, moral and social responsibility that the Nipissing University Student Union (NUSU) has to ensure that all members and employees, especially those with disabilities, are able to participate, attend, and engage in events and student services to the fullest degree possible.

The policy reaffirms NUSU's commitment and legal obligation to follow the guidelines and requirements set out in the *Accessibility for Ontarians with Disabilities Act, 2005*, including giving members and employees of all abilities the opportunity to fully participate in various activities and initiatives by identifying and removing barriers and addressing the needs of those with different disabilities

## **II. STATEMENT OF COMMITMENT**

NUSU exists first and foremost to advocate for the rights of Nipissing University Students, this includes accessibility. NUSU is committed to ensuring that equal access and participation will be given to all members and employees with disabilities, meeting their needs in a timely manner and through appropriate channels that maintain their independence and dignity.

## **III. TRAINING**

NUSU will provide training to all employees, volunteers, Directors-at-Large, and all other persons who provide goods, services, and facilities on behalf of NUSU. This training will be on the *Accessibility for Ontarians with Disabilities Act, 2005*, and how the Act works with the *Ontario Human Rights Code*. NUSU will ensure that the following steps are taken to provide employees with the training necessary to meet Ontario's accessibility laws:

1. Incorporate accessibility training into Employee onboarding and position training;
2. Allocating the appropriate resources to develop or purchase training modules and workshops for all employees;
3. Maintain a record of dates and completion certificates of when training was provided and to whom; and
4. Ensuring employees receive ongoing training on Ontario's accessibility laws and any changes or amendments that may transpire.

#### **IV. EMPLOYMENT STANDARD**

NUSU is committed to creating a work environment that is free from discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, disability, age, marital status, and family status. NUSU will ensure that employment practices are fair and accessible to all individuals.

1. NUSU will notify the public and its employees of the availability of accommodation that will be provided during the recruitment, assessment, and selection processes. Work with the applicant making the request for accommodation to find a suitable accommodation that does not take away their independence and/or dignity. All applicants will be informed of NUSU's policies and procedures for supporting employees with disabilities
2. NUSU will work in consultation with employees requesting an accommodation to find a suitable accommodation that does not take away their independence and/or dignity.
3. NUSU will work in consultation with employees who have been injured or experienced a work-related illness on creating a return-to-work plan that ensures the employee is being accommodated, promotes recovery, and sets the employee up for success.

#### **V. ACCESSIBILITY FOR MEETINGS, EVENTS, ACTIVITIES AND INITIATIVES**

NUSU commits to ensuring that all meetings, events, activities and initiatives are accessible for its employees and members through several accommodation options. These options shall be considered and implemented at any meetings, events, activities, and initiatives run by or under NUSU, without request, upon it being reasonable to do so. These options consist of the following:

1. Accessible venues;
  - a. Accessible parking is available close to the building where the event is taking place.

- b. A barrier-free path from the road, parking lot or sidewalk to the building entrance of the event.
- c. An accessible entrance and exit.
- d. An elevator if the event is not held on the ground floor.
- e. Truncated Domes on all stairs if the event is not held on the ground floor.
- f. Ramps that accommodate mobility devices within the building of the event if there are barriers.
- g. Accessible and all-gender washrooms in close proximity to the event.
2. Obstructions cleared from the walkway in the event of inclement weather;
3. Accessible audio and visual communications;
  - a. Captioning for video conferencing events
  - b. Audio description for video conferencing events
  - c. Reading the written information aloud.
  - d. Having material available in large text.
  - e. Translated material for speakers of another language.
4. Use of microphones and speakers whenever necessary;
  - a. Availability of online screenings of meetings or events for remote attendees.
5. Dietary needs of all attendees;
6. Visual Aids;
  - a. Ensuring posters, signage, and handouts are printed legibly and use accessible fonts (i.e. Arial).
  - b. Providing an electronic copy of materials to attendees.
7. Proper event-specific signage;
  - a. Entrance and exit signage that is clear to identify and read.
8. Breaks provided in meetings lasting more than two (2) hours;

If a volunteer or student member requires further accommodations for meetings, events, activities and initiatives based on accessibility concerns please contact [info@nusu.com](mailto:info@nusu.com).