

RED LAKE MARGARET COCHENOUR MEMORIAL HOSPITAL

SUBJECT: Accessibility Policy & Planning Policy
ID: BG-ACC-06 / ADM-AODA-IAS-10
MANUAL: BOARD OF DIRECTORS/ ADMINISTRATION
CATEGORY: ACCOUNTABILITY / IAS REGULATION
DEVELOPED BY: CEO
APPROVED BY: Board Chair
Last Revision Date: February 26, 2024
Next Revision Date: 2026-10-12

1. PURPOSE:

Red Lake Margaret Cochenour Memorial Hospital is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of people with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility.

The Multi-year Accessibility Plan outlines the actions that Red Lake Margaret Cochenour Memorial Hospital will put in place to meet the accessibility requirements of the Integrated Accessibility Standards Regulations (IASR) of the AODA and to improve opportunities for people with disabilities. The Accessibility Plan will be posted on the hospital website and updated annually.

2. POLICY/PROCEDURE/STANDARD:

Accessible Emergency Information:

Red Lake Margaret Cochenour Memorial Hospital is committed to providing the customers and clients with publicly available information in an accessible way upon request. The Hospital will also provide employees with disabilities with individualized emergency response information when necessary as outlined in Policy ADM-AODA-IASR-09: Emergency Response Planning for Employees with Disabilities.

Procurement:

When procuring goods, services and facilities, the Red Lake Margaret Cochenour Memorial Hospital will incorporate accessibility criteria and features as outlined in Policy ADM-FIN-II-12: Procurement of Services and Supplies & Supply Chain Code of Ethics. Where applicable, procurement documents will specify the desired accessibility criteria to be met and provide guidelines for the evaluation of proposals in respect of those criteria. Where it is impractical for the hospital to incorporate accessibility criteria and features when procuring or acquiring specific goods, services or facilities, the hospital will provide a written explanation, on request.

Training:

Red Lake Margaret Cochenour Memorial Hospital will provide training to employees, volunteers and other staff members on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers and other staff members.

Information and Communications:

Red Lake Margaret Cochenour Memorial Hospital is committed to meeting the communication needs of people with disabilities. People with disabilities will be consulted to determine their information and communication needs. Feedback processes are accessible to people with disabilities.

Publicly available information shall be made accessible upon request

All websites and content shall conform to WCAG 2.0, Level AA by January 1, 2021.

Employment:

Red Lake Margaret Cochenour Memorial Hospital is committed to fair and accessible employment practices.

The public and staff shall be notified that, when requested, Red Lake Margaret Cochenour Memorial Hospital will accommodate people with disabilities during the recruitment and assessment processes and when people are hired.

RLMCMH shall maintain a process for developing individual accommodation plans and return-to-work policies for employees that have been absent due to a disability.

The accessibility needs of employees with disabilities are taken into account when using performance management, career development and redeployment processes.

Built Environment:

We Red Lake Margaret Cochenour Memorial Hospital is committed to taking steps to prevent and remove other accessibility barriers identified in the built environment and to meet the built environment requirements of the Integrated Accessibility Standards Regulations.

3. RESOURCES:

Standards and Regulations:

Accessibility for Ontarians with Disabilities Act, 2005

Integrated Accessibility Standards, Ontario Regulation 191/11

Ontario Human Rights code