

**Red Lake Margaret Cochenour Memorial Hospital  
- POLICY-**

DEPARTMENT: <b>ADMINISTRATION</b> <i>ACCESSIBILITY FOR ONTARIANS WITH          DISABILITIES ACT (AODA)</i> <b>BOARD OF GOVERNORS</b>	CATEGORY:  <b>Integrated Accessibility Standards          Regulation</b>	POLICY NUMBER:  <b>BG-ACC-06          ADM-AODA-IAS-10</b>	
SUBJECT:  <b>ACCESSIBILITY POLICY and          PLANNING</b>	AUTHORIZATION:  <hr/> Chair, BOARD OF DIRECTORS	Distribution: Website	Original:  Jan 2013 <b>Reviewed: May          2015</b>

**POLICY:**

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.

**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. We will also provide employees with disabilities with individualized emergency response information when necessary as outlined in Policy ADM-AODA-IASR-01: 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 by January 1, 2015.

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**Information and Communications:**

Red Lake Margaret Cochenour Memorial Hospital is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communication needs. We will take steps to ensure existing feedback processes are accessible to people with disabilities by January 1, 2015.

We will ensure all publicly available information is made accessible upon request by January 1, 2016.

We will ensure all websites and content 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.

We will notify the public and staff 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.

We will develop and put in place a process for developing individual accommodation plans and return-to-work policies for employees that have been absent due to a disability.

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

**Built Environment**

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.

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**Standards and Regulations:**

Accessibility for Ontarians with Disabilities Act, Integrated Accessibility Standards Regulation

Ontario Human Rights code