



Policy Administration Console

Policy:	Accessibility		
Policy Owner:	Chair, Working Group - Accessibility for Ontarians with Disabilities Act		
SLT Sponsor:	IVP Planning & Operational Improvement		
Approval By:	Senior Leadership Team	Date:	2008-03-05
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2005-09-15	2008-03-05	2008-03-05	

This policy applies to: LHSC

POLICY

London Health Sciences Centre aims to identify, remove and prevent barriers to persons with disabilities within its by-laws, policies, programs, practices and services.

PROCEDURE

In compliance with the Ontarians with Disabilities Act, 2001, LHSC will produce an annual Accessibility Plan, to be developed by the LHSC Accessibility Working Group in consultation with stakeholders. The Accessibility Plan will:

- Identify barriers to persons with disabilities and set priorities for barrier removal
- Report on measures taken to consider the needs of persons with disabilities
- Outline its plans for the coming year

LHSC will make the plan available to patients, families, the community, staff and affiliates within Library Services at SSH, UH and VH and on its Internet website. The Chair of the Accessibility Working Group shall be an ad hoc member of the Policy and Procedures Committee, and in that capacity will refer any draft policies with the potential to make an impact on accessibility to the Working Group for review.

The Accessibility Working Group shall report to the Citywide Steering Committee. The Board of Directors shall approve the annual plan.

DEFINITIONS

Disability

The Ontarians with Disabilities Act, 2001 defines disability as:

- Any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness, e.g., diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device
- A condition of mental impairment or a developmental disability
- A learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language

- A mental disorder
- An injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.

Barrier

The Ontarians with Disabilities Act, 2001 defines barrier as:

- Anything that prevents a person with a disability from fully participating in all aspects of society because of his or her disability, including a physical barrier, an architectural barrier, an informational or communications barrier, an attitudinal barrier, a technological barrier, a policy or a practice.

REFERENCES

The Ontarians with Disabilities Act, 2001 (ODA)

Appendix A - LHSC Accessibility Working Group Terms of Reference**Purpose:**

The LHSC Accessibility Working Group is responsible to prepare an annual accessibility plan for identifying, removing and preventing barriers to improve access and opportunities for people with disabilities across the hospital.

Objectives:

- Develop measures to identify, remove and prevent barriers to persons with disabilities
- Report on the measures in place to ensure that the organization assesses its proposals for by-laws, policies, programs, practices and services to determine their effect on accessibility for persons with disabilities
- List the by-laws, policies, programs, practices and services that the organization will review in the coming year in order to identify barriers to persons with disabilities
- Report on the measures that the organization intends to take in the coming year to identify, remove and prevent barriers to persons with disabilities.

Duties:

- Review recent initiatives and successes in identifying, removing and preventing barriers
- Identify barriers that may be addressed in the coming year
- Set priorities and develop strategies to address barrier removal and prevention
- Specify how and when progress is to be monitored
- Write, approve, endorse, submit, publish and communicate the plan
- Review and monitor the plan

Membership:

Each member brings their special expertise, experience, and commitment to identifying, removing and preventing barriers to improve access and opportunities for people with disabilities. Each member does not represent the concerns of only one disability or group. All members of the committee will work together to develop a common approach that is reasonable and practical.

The Accessibility Working Group may form sub-committees as necessary to address specific issues. These sub-committees will draw upon members of the

Accessibility Working Group as well as resource people from within or outside the hospital as deemed necessary.

The Accessibility Working Committee will appoint a Chair. The Chair will be responsible for co-ordinating and developing the plan and should have an understanding of:

- The organization's facilities, by-laws, legislation, policies, programs, practices and services
- The range of access issues people with disabilities live with every day
- The organization's annual business and capital planning cycles.

Guidelines:

There is a general guide to accessibility planning under the Ontarians with Disabilities Act, 2001. The [current guide](#) can be found on the Internet.

The OHA with the help of many of its members has created a Toolkit for Annual Accessibility Planning under the Ontarians with Disabilities Act. The toolkit will be used as a guide to create the accessibility plan.

Accountability:

The Accessibility Working Group will report to an ODA Citywide Steering Committee consisting of members from both LHSC and SJHC. All initiatives to identify and remove barriers will then be reported to the Joint Committee and Joint SLT groups. Final approval of the plan will be given by the Boards of both hospitals.

Frequency of meetings:

The Accessibility Working Group will meet monthly, or at the discretion of the Chair.

Deliverables:

By Sept. 30 of each year, an accessibility plan must be drafted.

Please refer to the On-line Corporate Policy Manual for the most up to date version of this policy. LHSC cannot guarantee that hard copy versions of policies are up-to-date.

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