



TITLE: Accessibility Consultation

MANUAL: Accessibility

SECTION: n/a

APPROVED BY: Senior Leadership Team

POLICY

The North Shore Health Network (NSHN) shall, in accordance with the *Accessibility for Ontarians with Disabilities Act (AODA), 2005*, consult with the public and persons with disabilities:

- a) on a building, structure or premises, or part of a building, structure or premises:
 - i. that NSHN purchases, constructs or significantly renovates; or
 - ii. for which NSHN enters into a new lease.
- b) when establishing, reviewing or updating its multi-year accessibility plan.
- c) on the requirements and implementation of accessibility standards.
- d) when constructing new or redeveloping existing exterior paths of travel that NSHN intends to maintain.
- e) on any other matter the organization considers necessary or desirable to seek advice.

Consultation is conducted to achieve accessibility for persons with disabilities with respect to goods, services, facilities, accommodations, buildings, structures and premises required by the AODA, working to the highest level of inclusion to the benefit of all workers, patients, residents, clients, and visitors.

PROCEDURE

1. When consultation is required, it will take place at a regular or ad-hoc meeting of the *Inclusion, Diversity, Equity, Accessibility & Anti-Racism (IDEAA) Committee*.
 - i. Meetings may be held in person, via video conference, or by telephone depending on the preferences, accessibility needs and availability of Committee members.
2. NSHN will supply all available site plans, drawings and any other relevant material to the IDEAA Committee in a timely and accessible manner for the purpose of review.
3. Relevant NSHN Leadership shall attend the meeting to present recommendations and provide an overview of the matter under consultation and to receive input and feedback.

TRAINING & EDUCATION

Ongoing training will be provided for those involved in the accessibility consultation process to ensure they are informed about current accessibility standards.

INFORMATION MANAGEMENT

I. Definitions

The definitions contained in this section are specific to this policy, unless otherwise specified. Should there be a conflict between the definition herein and that in the Master Definition Document, this definition below shall prevail. Specific policy definitions shall not be used as general definitions.

Disability

(a) any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impairment, deafness or hearing impairment, muteness or speech impairment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,

(b) a condition of mental impairment or a developmental disability,

(c) a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,

(d) a mental disorder, or

(e) an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.

II. External Forms

- N/A

III. External References

- Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c.11
- City of Greater Sudbury. *Accessibility Consultation Policy*. Available Online: <https://www.greatersudbury.ca/city-hall/accessibility/accessibility-plans-policies-and-reports/accessibility-policies/>