



MULTI-YEAR ACCESSIBILITY PLAN

**FOR THE PERIOD DECEMBER 2012 TO
DECEMBER 2017**

(Updated May 2016)

MULTI-YEAR ACCESSIBILITY PLAN

WATERLOO REGION DISTRICT SCHOOL BOARD
December 2012 to December 2017

Prepared by

Accessibility Planning Committee
in accordance with
Accessibility for Ontarians with Disabilities Act, 2005

November, 2012
Updated
February, 2014,
January 2015,
June 2015,
May 2016

This publication is available via:

- www.wrdsb.ca
- Education Centre, 51 Ardelet Avenue, Kitchener

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this document in an alternate format.

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1.0 Aim

This multi-year Accessibility Plan is developed under the *Accessibility for Ontarians with Disabilities Act (AODA), 2005* and includes the requirements of the *Integrated Accessibility Standards Regulation (2011)*. Our plan incorporates how we plan to meet its obligations under the *Ontarians with Disabilities Act (ODA), 2001*. Our plan describes the measures that we will take over the five year period from 2012 to 2017 to identify, remove and prevent barriers to people with disabilities who work, learn, and participate in the school board community and environment including students, staff, parents and guardians, volunteers and visitors to the Board and its schools. Our plan is guided by the Board's Accessibility Standards-Policy Statement (Board Policy 1010 - Accessibility for Ontarians with Disabilities).

2.0 Objectives

This Plan:

- 2.1 Describes the process by which the Waterloo Region District School Board will identify, remove and prevent barriers;
- 2.2 Reviews recent efforts of the Waterloo Region District School Board to remove and prevent barriers;
- 2.3 Describes the measures the Waterloo Region District School Board will take in the period 2012 to 2017 to identify, remove and prevent barriers;
- 2.4 Makes a commitment (as requested) to provide an annual status report on the Board's implementation of the multi-year accessibility plan;
- 2.5 Makes a commitment to review and update the multi-year accessibility plan at least once every 5 years;
- 2.6 Describes how the Waterloo Region School Board will make this accessibility plan available to the public.

3.0 Commitment to Accessibility Planning

This plan is established, shared, and updated in consultation with persons with disabilities, internal and external WRDSB stakeholders, and with the Accessibility Advisory Committee. It is presented to the Board of Trustees for approval.

The Waterloo Region District School Board is committed to:

- 3.1 Maintaining an Accessibility Committee;
- 3.2 Ensuring, wherever practical, that Board policies, procedures, and practices are consistent with the principles of accessibility and inclusive/universal design. The Accessibility Committee will provide input, where appropriate, about accessibility issues relating to new policies and procedures, and to those under review;
- 3.3 Improving access to facilities, policies, programs, practices and services for students, staff, parents/guardians, volunteers and members of the community. Consideration of ongoing identification of barriers will be the responsibility of the Accessibility Committee and will, wherever practical, be incorporated in the multi-year plan.

The Director of Education has authorized the Accessibility Committee to review and update the Multi-Year Accessibility Plan to enable the Waterloo Region District School Board to meet these commitments.

4.0 Description of the Waterloo Region District School Board

The Waterloo Region District School Board is one of the larger school districts in Ontario. The WRDSB provides junior kindergarten to grade twelve education to elementary and secondary students in the cities of Cambridge, Kitchener and Waterloo and the townships of North Dumfries, Woolwich, Wellesley and Wilmot. The geographical area of the Board covers 1,345 square kilometers.

For 2012-2013, the Waterloo Region District School Board has a full-time enrolment of 63,088 students (41,719 elementary students and 21,269 secondary students). Average class sizes are 19.32 in the primary division, 22.6 in the elementary overall and 21.73 in secondary schools. The Board also provides Adult and Continuing Education programs and services to more than 7,932 students of all ages. These programs include Night School, Summer School, International Language School, and Alternative Education Programs operating throughout the region. There are presently 2,637 elementary teachers, 1,376 secondary teachers, and 2,016 administrative and support staff employed by the WRDSB.

The Waterloo Region District School Board operates 101 elementary schools, 16 secondary schools, an Adult Education Centre, an administrative Education Centre, and other learning facilities.

The Waterloo Region District School Board's Vision and Mission statements are:

Vision: Inspired Learners-Tomorrow's Leaders

Mission: The Waterloo Region District School Board prepares, challenges and inspires learners to be engaged, connected and contributing global citizens.

The Board operates within the requirements of the Education Act. The Waterloo Region District School Board has an operating budget of \$625 million. The Board of Trustees includes 11 elected Trustees and 2 Student Trustees. The Trustees are accountable to the Ministry of Education and the Waterloo Region. They establish the strategic directions and priorities of the Board, and monitor our progress. Trustees approve an annual budget, and review and approve Board policies.

Note: From this point on, the Waterloo Region District School Board will be written as WRDSB.

5.0 Members of Accessibility Planning Committee

Note: Some of the members below are on a consultation basis as per need.
Board liaison will be the Superintendent, Communication & Engagement

Working Group Member	Position/Department	Contact Information
Ahluwalia, Deepa	Equity & Inclusion Officer Learning Services	519-570-0003 Ext. 4146 Deepa_Ahluwalia@wrdsb.on.ca
Benedetti, Cindy	System Administrator Special Education	519-570-0003 Ext. 4141 Cindy_Benedetti@wrdsb.on.ca
Bourgault, Benoit	General Manager Student Transportation Services	519-650-4934 Ext. 222 Benoit_Bourgault@stswr.ca
Deacon, Martha	Superintendent, Communication & Engagement	516-570-0003 Ext. 4233 Martha_Deacon@wrdsb.on.ca
Dickson, Rob	Vice Principal Glenview Park SS	519-621-9510 Robert_Dickson@wrdsb.on.ca
Eldred, Jessica	Health, Safety & Security Officer Human Resources	519-570-0003 Ext. 4242 Jessica_Eldred@wrdsb.on.ca
Gaudet, Ian	Controller Facility Services	519-570-0003 Ext. 4304 Ian_Gaudet@wrdsb.on.ca
Hansen, Jan	Vice Principal Edna Staebler PS	519-880-2646 Jan_Hansen@wrdsb.on.ca
Hunniford, Mark	Principal Bluevale CI	519-885-4620 Mark_Hunniford@wrdsb.on.ca
Karley, Steve	Senior Draftsperson Facility Services	519-570-0003 Ext. 4313 Steve_Karley@wrdsb.on.ca
Osasuyi, Lynne	Consultant Special Education	519-570-003 Ext. 4157 Lynne_Osasuyi@wrdsb.on.ca
Smith, Kathy	Trustee, Kitchener Board of Trustees	519-502-8656 Kathi_Smith@wrdsb.on.ca
Watson, Cindy	Trustee, Cambridge/North Dumfries Board of Trustees	519-503-0927 Cindy_Watson@wrdsb.on.ca
Wood, Diana	Human Resources Manager	519-570-0003 Ext. 4208 Diana_Wood@wrdsb.on.ca
Seeking Representation	Student Representative	
Seeking Representation	Parent Representative	
Seeking Representation	Community Representative	

The Accessibility Committee held four meetings between January 2012 and November 2012 to develop the Multi-Year Accessibility Plan for 2012 to 2017. There were also meetings held by each sub-committee, continued consultation at the system and provincial level, and meetings with a consortium of school boards.

6.0 Strategy for Prevention and Removal of Barriers

Beginning September 1, 2004, the principles of inclusionary practice, freedom from barriers, and creating accessible environments have informed all Waterloo Region District School Board (WRDSB) policies, programs, procedures and services. Through the annual accessibility plan status report process, implemented under the *Ontarians with Disabilities Act (ODA), 2001*, the WRDSB's programming, policies and practices have been assessed to ensure continuous improvement in accessibility. This process will continue through the establishment of a multi-year accessibility plan which places particular emphasis on the provisions of the regulations made under the *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)* with regard to customer service, information and communications, employment, school transportation and built environment.

7.0 Barrier Identification Methodologies

The list below are examples of what the Accessibility Planning Committee uses for barrier-identification methods:

Methodology	Description	Status
Feedback from Stakeholders internal/external to WRDSB	List of Stakeholders (included in Accessibility Committee list)	Initiated January 2012, and completed October 2012
Work/feedback and consultation from sub-committees of Accessibility Committee and Transportation	Committees: 1. Built Environment/Facility 2. Information and Communications 3. Employment	Reviewed by Accessibility Planning Committee
Accessibility Planning Committee considers results of review	Potential actions regarding identified accessibility issues discussed within multi-year strategy	In progress
Accessibility Planning Committee also considers Facilities report regarding physical environment	Surveys of buildings considered and identification of criteria for action within multi-year strategy	In progress
Accessibility Planning with Student Transportation Services of Waterloo Region (STSWR)	STSWR Manager considers new regulations and feedback from Committee to ensure passenger accessibility	In progress

8.0 Recent Barrier Removal Achievements

The most recent Annual Accessibility Plan developed in accordance with the *Ontarians with Disability Act* (ODA) identified a range of barriers and appropriate strategies for their removal. The achievements for our Board to-date are set out in the following chart:

Type of Barrier	Location	Action Taken
Physical	Waterloo-Oxford District Secondary School January 2011	Fully accessible
Physical	Grand View (C) Public School September 2012	Fully accessible, new building replacing a school that was not fully accessible
Physical	Bluevale Collegiate Institute January 2012	Extensive renovations, fully accessible.
Physical	Board Education Centre	Accessibility improvements made throughout the Education Centre (door operators, elevators, parking)
Information & Communication	System	Work continues on WRDSB website (e.g. moving to a new platform) to meet the standard
Information & Communication	System	Efficient and timely response to school and student/staff requests
Attitudinal	System-wide	Ongoing training in Accessible Customer Service for new employees (e.g. New Teacher Induction Program)

New school construction adheres to the current building code and includes accessibility features such as automatic door openers, elevators in schools with more than one floor, accessible washrooms, voice amplification systems in primary classrooms and other systems as required.

9.0 Barriers To Be Addressed Under the Multi-Year Accessibility Plan

The Integrated Accessibility Standards Regulation 191/11 filed in June, 2011, pursuant to *the Accessibility for Ontarians with Disabilities Act, 2005* identified specific requirements to achieve accessibility in the areas of:

- Information and Communications
- Employment
- Transportation

These requirements build on the Accessibility Standards for Customer Service (2007).

The WRDSB intends to take action, through our Multi-year Accessibility 2012 to 2017, to address barriers to accessibility related to the Standards areas of current Regulations. This is in addition to ongoing work the Board is undertaking to identify and remove barriers in the Board’s physical environment.

2012-2017 BUILT ENVIRONMENT

(Standards are presently under review following public consultation)

Built Environment	Location	Action	Effective Date
Facility	Forest Heights Collegiate Institute	Basement (LULA elevator)	Ongoing 2012-2013 Feb/14- Completed 2013
Facility	Doon Public School (7/8)	First floor (ramps, washrooms, full elevator, LULA elevator) Second floor (washrooms, elevator) Full elevator/sprinkler room, barrier-free washroom	Ongoing 2012-2013 Feb/14- Completed 2013
Facility	Galt Collegiate Institute (1.1 M)	Elevator to second floor and washrooms	2013 - 2017 June 2015: facility improvements completed
Facility	Queensmount Public School (\$700K)	Elevator to upper floor plus washrooms	2013 – 2017 June 2015: design process beginning Sept 2015
Facility	Sunnyside Public School (\$1.1M)	Elevation device to all levels plus washrooms	2013 - 2017 June 2015: looking into design possibilities beginning 2015-16
Facility	Margaret Avenue Public School (\$1.4M)	Elevation device to all level plus washrooms	2013 - 2017 June 2015: looking into design possibilities beginning 2015-16

INFORMATION AND COMMUNICATION

Standard	Requirements	WRDSB Next Steps	Effective Date
s.11	<p><i>Feedback</i></p> <p>A) "Every obligated organization that has processes for receiving and responding to feedback shall ensure that the processes are accessible to persons with disabilities by providing or arranging for the provision of accessible formats and communications supports, upon request"</p> <p>B) "shall notify the public about the availability of accessible formats and communications supports</p>	<p>A1) Review our processes for responding and receiving feedback</p> <p>A2) List the kinds of communications supports available that would enable accessible feedback and communication</p> <p>A3) Determine who can provide them for us e.g. Large format, sign language, etc.</p> <p>A4) Review the kinds of accessible formats we have now and determine what we may also need to have in place to meet a request.</p> <p>B1) Consider adding a statement to our public documents (reports, brochures, etc.) that would indicate that the document would be in another format upon request</p>	January 2014

Standard	Requirements	WRDSB Next Steps	Effective Date
s.12	<p><i>Accessible formats and communication supports</i></p> <p>We "shall, upon request, provide or arrange for the provision of accessible formats and communication supports for persons with disabilities: in a timely manner that takes into account the person's accessibility needs due to disability, and; at a cost no more than regular cost charged to other persons"</p> <p>"shall consult with the person making the request in determining the suitability of an accessible format or communication support"</p> <p>"shall notify the public about the availability of accessible formats and communication supports.</p>	<p>To be proactive and to assist us in identifying students and or parents who may need alternate formats/communication tools, we may want to consider adding a question to school registration process e.g. "Are there accessibility issues for your child/children/yourself?" and/or: "How may we help you and your child/children/yourself?"</p>	January 2015
s.13	<p><i>Emergency procedure, plans, public safety</i></p> <p>If emergency procedures, plans or public safety information is made available to the public, the organization shall provide in accessible format or with communication supports as soon as practicable upon request</p>	<p>All schools have a fire and tornado plans and evacuation plan; at schools, plans are in place to address the needs of students who may require assistance. Schools address these plans in various ways, for example, posters throughout the school and discussions in class on safety procedures.</p>	January 2012

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Standard	Requirements	WRDSB Next Steps	Effective Date
s.14	<p><i>Accessible websites and web content</i></p> <p>...Shall make internet websites and web content conform with <i>Web Content Accessibility Guidelines</i> (WCAG) 2.0 initially at Level A</p> <p>...Increase to Level AA for all internet websites and web content except for live captions and audio descriptions.</p> <p>...Where practicable, applies to websites, content, applications that organization controls directly, or through a contract that allows modification and to content published after January 1, 2012.</p> <p>To determine if not practicable, consider availability of commercial software/tools, significant impact on a plan initiated before January 2012.</p>	<p>Plans are in place to migrate all WRDSB websites to a platform that conforms to the minimum Level AA accessibility standards.</p> <p>Instructional websites will be considered and included in accessibility planning.</p> <p>The extent to which the use of other web-based tools (communication or instructional) is not fully known and an overall policy may be considered to ensure that all tools we use conform to Level AA standards.</p> <p>Identify communication and instructional tools that conform to Level AA standards and consider if/how they are used at the Board.</p>	<p>January 2014 new sites /content</p> <p>January 2021</p>

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Standard	Requirements	WRDSB Next Steps	Effective Date
s.15	<p><i>Educational and training resources and materials:</i> Every ...educational or training institution shall, if notification of need is given:</p> <p>A) Provide educational or training resources or materials in an accessible format that takes into account the accessibility needs due to a disability of the person to whom the material is to be provided by, procuring through purchase or obtaining by other means an accessible or conversion ready electronic format, where available, or arranging for the provision of a comparable resource if resources cannot be procured or converted into an accessible format;</p> <p>B) Provide student records and information on program requirements, availability, and descriptions in an accessible format to persons with disabilities.</p>	<p>A) gather information on current practice and document our process if not in place</p> <p>Develop a list of vendors, if applicable, who may assist in converting information into an accessible format. Consider including language in our RFQ/P to ensure that accessible formats can be provided, along with timeframes to provide when requested</p> <p>B) Student Records: The ability to alter student transcripts is not within the control of the Board (Ministry); process may be needed to assist in converting to an accessible format or in providing an alternate method to communicate a student's record upon request</p> <p>Information on program requirements: gather information on current practice and document</p>	January 2013

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Standard	Requirements	WRDSB Next Steps	Effective Date
s.16	School Boards....shall provide educators with accessibility awareness training related to accessible program or course delivery and instruction, and keep a record of training provided (dates and number of individuals trained)	<p>WRDSB provides all staff with an information brochure that addresses accessibility.</p> <p>Consider reviewing the information as part of a regular review process;</p> <p>Provide this information on our website and consider translating the brochure into other language Jan/15- On-line module in place for all new hires and all existing staff completed module</p>	January 2013
s.17	<p><i>Producers of educational or training material</i></p> <p>Upon request...accessible or conversion ready versions of textbooks</p> <p>Upon request accessible or conversion ready versions of printed based educational or training supplementary learning resources</p>	<p>Identify current process</p> <p>Gather a list of vendors who may be able to convert or already provide textbooks, and other educational materials into accessible formats; Consider including language in our RFQ/P to ensure that accessible formats can be provided, along with timeframes to provide when requested</p> <p>Look to potentially collaborate with other Boards</p>	<p>January 2015</p> <p>January 2020</p>

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<p>s.18</p>	<p><i>Libraries of educational or training institutions</i></p> <p>...shall provide, procure or acquire an accessible or conversion ready format of print, digital or multimedia resources for a person with a disability upon request</p>	<p>Identify current process</p> <p>Gather a list of vendors who may be able to convert or already provide textbooks, and other educational materials into accessible formats; Consider including language in our RFQ/P to ensure that accessible formats can be provided, along with timeframes to provide when requested</p> <p>Look to potentially collaborate with other Boards</p>	<p>January 2015 (print)</p> <p>January 2020 (digital /multi-media)</p>
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EMPLOYMENT

(Human Resource Services presently has a committee review hiring practices)

Standard	Requirements	WRDSB Next Steps	Effective Date
s.22	Recruitment, general Every employer shall notify its employees and the public about the availability of accommodation for applicants with disabilities in its recruitment processes.	Full Compliance	January 1, 2014 Addressed through statement on postings, implemented Jan 2014
s.23	Recruitment, assessment or selection process (1) During a recruitment process, an employer shall notify job applicants, when they are individually selected to participate in an assessment or selection process that accommodations are available upon request in relation to the materials or processes to be used.	Presently being implemented into the WRDSB recruitment process- Jan/15 now in place as per system memo Feb/ 14- Full Compliance	January 1, 2014 Addressed through revision to recruitment process, communicated via memo Feb 2014
	(2) If a selected applicant requests an accommodation, the employer shall consult with the applicant and provide or arrange for the provision of a suitable accommodation in a manner that takes into account the applicant's accessibility needs due to disability.	Full Compliance	January 1, 2014
s.24	Notice to successful applicants Every employer shall, when making offers of employment, notify the successful applicant of its policies for accommodating employees with disabilities.	Full Compliance	January 1, 2014
s.25	Informing employees of supports (1) Every employer shall inform its employees of its policies used to support its employees with disabilities, including, but not limited to, policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability.	Full Compliance	January 1, 2014

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Standard	Requirements	WRDSB Next Steps	Effective Date
	(2) Employers shall provide the information required under this section to new employees as soon as practicable after they begin their employment.	Full Compliance	September 2012
	(3) Employers shall provide updated information to its employees whenever there is a change to existing policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability.	Full Compliance	September 1, 2012
s.26	<p>Accessible formats and communication supports for employees</p> <p>(1) In addition to its obligations under section 12, where an employee with a disability so requests it, every employer shall consult with the employee to provide or arrange for the provision of accessible formats and communication supports for,</p>	Full Compliance	January 1, 2014
	(a) information that is needed in order to perform the employee's job; and	Full Compliance	January 1, 2014
	(b) information that is generally available to employees in the workplace.	Full Compliance	January 1, 2014
	(2) The employer shall consult with the employee making the request in determining the suitability of an accessible format or communication support.	Full Compliance	January 2, 2014

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Standard	Requirements	WRDSB Next Steps	Effective Date
s.27	<p>Workplace emergency response information</p> <p>(1) Every employer shall provide individualized workplace emergency response information to employees who have a disability, if the disability is such that the individualized information is necessary and the employer is aware of the need for accommodation due to the employee's disability.</p>	<p>Minor revisions to our procedure will need to occur based on our last sub-committee meeting to meet compliance.</p> <p>June/15: Form presented to Cmt June/15 by J Eldred-discussed need for Admin Procedure to drive its use</p>	January 1, 2012
	<p>(2) If an employee who receives individualized workplace emergency response information requires assistance and with the employee's consent, the employer shall provide the workplace emergency response information to the person designated by the employer to provide assistance to the employee.</p>	Full Compliance	January 1, 2012
	<p>(3) Employers shall provide the information required under this section as soon as practicable after the employer becomes aware of the need for accommodation due to the employee's disability.</p>	Full Compliance	January 1, 2012
	<p>(4) Every employer shall review the individualized workplace emergency response information,</p> <p>(a) when the employee moves to a different location in the organization;</p>	Full Compliance	January 1, 2012
	<p>(b) when the employee's overall accommodations needs or plans are reviewed; and</p>	Full Compliance	January 1, 2012
	<p>(c) when the employer reviews its general emergency response policies.</p>	Full Compliance	January 1, 2012
	<p>(5) Every employer shall meet the requirements of this section by January 1, 2012.</p>	Full Compliance	January 1, 2012

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Standard	Requirements	WRDSB Next Steps	Effective Date
s.28	<p>Documented individual accommodation plans</p> <p>(1) Employers, other than employers that are small organizations, shall develop and have in place a written process for the development of documented individual accommodation plans for employees with disabilities.</p>	Full Compliance	January 1, 2014
	<p>(2) The process for the development of documented individual accommodation plans shall include the following elements:</p> <p>(a) The manner in which an employee requesting accommodation can participate in the development of the individual accommodation plan.</p>	Full Compliance	January 1, 2014
	<p>(b) The means by which the employee is assessed on an individual basis.</p>	Full Compliance	January 1, 2014
	<p>(c) The manner in which the employer can request an evaluation by an outside medical or other expert, at the employer's expense, to assist the employer in determining if accommodation can be achieved and, if so, how accommodation can be achieved.</p>	Full Compliance	January 1, 2012
	<p>(d) The manner in which the employee can request the participation of a representative from their bargaining agent, where the employee is represented by a bargaining agent, or other representative from the workplace, where the employee is not represented by a bargaining agent, in the development of the accommodation plan.</p>	Full Compliance	January 1, 2012

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Standard	Requirements	WRDSB Next Steps	Effective Date
	(e) The steps taken to protect the privacy of the employee's personal information.	Full Compliance	January 1, 2012
	(f) The frequency with which the individual accommodation plan will be reviewed and updated and the manner in which it will be done.	Full Compliance	January 1, 2012
	(g) If an individual accommodation plan is denied, the manner in which the reasons for the denial will be provided to the employee.	Full Compliance	January 1, 2012
	(h) The means of providing the individual accommodation plan in a format that takes into account the employee's accessibility needs due to disability.	Full Compliance	January 1, 2012
	(3) Individual accommodation plans shall, (a) if requested, include any information regarding accessible formats and communications supports provided, as described in section 26;	Full Compliance	January 1, 2012
	(b) if required, include individualized workplace emergency response information, as described in section 27; and	Full Compliance	January 1, 2014
	(c) identify any other accommodation that is to be provided.	Full Compliance	January 1, 2012

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Standard	Requirements	WRDSB Next Steps	Effective Date
s.29	<p>Return to work process</p> <p>(1) Every employer, other than an employer that is a small organization,</p> <p>(a) shall develop and have in place a return to work process for its employees who have been absent from work due to a disability and require disability-related accommodations in order to return to work; and</p>	Full Compliance	January 1, 2012
	(b) shall document the process.	Full Compliance	January 1, 2012
	<p>(2) The return to work process shall,</p> <p>(a) outline the steps the employer will take to facilitate the return to work of employees who were absent because their disability required them to be away from work; and</p>	Full Compliance	January 1, 2012
	(b) use documented individual accommodation plans, as described in section 28, as part of the process.	Full Compliance	January 1, 2012
	(3) The return to work process referenced in this section does not replace or override any other return to work process created by or under any other statute.	Full Compliance	January 1, 2012

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Standard	Requirements	WRDSB Next Steps	Effective Date
s.30	<p>Performance Management</p> <p>(1) An employer that uses performance management in respect of its employees shall take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when using its performance management process in respect of employees with disabilities.</p> <p>(2) In this section, “performance management” means activities related to assessing and improving employee performance, productivity and effectiveness, with the goal of facilitating employee success.</p>	Full Compliance	January 1, 2012
s.31	<p>Career development and advancement</p> <p>(1) An employer that provides career development and advancement to its employees shall take into account the accessibility needs of its employees with disabilities as well as any individual accommodation plans, when providing career development and advancement to its employees with disabilities.</p> <p>(2) In this section, “career development and advancement” includes providing additional responsibilities within an employee’s current position and the movement of an employee from one job to another in an organization that may be higher in pay, provide greater responsibility or be at a higher level in the organization or any combination of them and, for both additional responsibilities and employee movement, is usually based on merit or seniority, or a combination of them.</p>	Full Compliance	January 1, 2012

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Standard	Requirements	WRDSB Next Steps	Effective Date
s.32	<p>Redeployment</p> <p>(1) An employer that uses redeployment shall take into account the accessibility needs of its employees with disabilities, as well as individual accommodation plans, when redeploying employees with disabilities.</p> <p>(2) In this section, “redeployment” means the reassignment of employees to other departments or jobs within the organization as an alternative to layoff, when a particular job or department has been eliminated by the organization.</p>	Full Compliance	January 1, 2012

TRANSPORTATION - Standards that apply to the Education setting.

Standard	Requirements	WRDSB Next Steps	Completion by:
s.75	Provide integrated accessible school transportation services or ensure appropriate alternative accessible transportation services where, in the opinion of the board integrated accessible school transportation services are not possible or not the best option for a student with a disability because of the nature of the disability or safety concerns.	Full Compliance	July 1, 2011
	Identify students with disabilities before the beginning of each school year or during the school year	Fully Compliance Special Education/STSWR	Jan 1, 2014

Standard	Requirements	WRDSB Next Steps	Completion by:
	Develop individual school transportation plans that detail student assistance needs and plans for individual student boarding, securement and deboarding.	Full Compliance Special Education/STSWR Continued work in the consistency of plans/formats across the WRDSB	Jan 1, 2014
	Identify and communicate to the appropriate parties the roles and responsibilities of the transportation provider, parents or guardians, operator of the vehicle, appropriate school staff and the student with the disability.	Full Compliance Special Education/STSWR March/ 15: Existing procedures are sufficient to meet accessibility requirements. S. Cross and B Bourgault will continue to discuss refining/improving process.	Jan 1, 2014 Discussions ongoing between Transportation and Spec. Ed.

10.0 Communication of the Plan

In addition to the public availability of the plan as referenced earlier on page 2, the WRDSB will post an annual status report on the website. The WRDSB will provide accessible formats of the Plan upon request.

Questions, comments, or feedback about our Accessibility Plan may be directed to:

Superintendent, Communication &
 Engagement, Or
 Chair, Accessibility Planning
 Committee,
 Waterloo Region District School Board
 Telephone: (519) 570-0300
 Fax: (519) 570-9007
 Or
 By clicking on the feedback link found at
www.wrdsb.ca