



# 2012 Accessibility Standards



## for Customer Service with Persons with Disabilities Policy

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**SUBJECT: ACCESSIBILITY STANDARDS FOR CUSTOMER SERVICE**

**POLICY NO.:**

**AUTHORITY: ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT 2005 (AODA)**

**REVISION NO. :**

**REFERENCES: ACCESSIBILITY STANDARDS FOR CUSTOMER SERVICE ONTARIO REGULATION 429/07**

**EFFECTIVE DATE: JANUARY 1, 2012**

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### BACKGROUND

Through the establishment of the Accessibility Standards for Customer Service policy and supporting procedures and practices that respect the dignity and independence of persons with disabilities, Nobleton Lakes Golf Club is reflecting its commitment to sound governance, accountability and focus on services excellence in fulfilling its version.

### PURPOSE

Nobleton Lakes Golf Club is committed to giving people with disabilities the same opportunity to access Nobletons' goods and services and allowing them to benefit from the same services in the same place and in a similar way as other customers. To ensure support for and compliance with the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and relevant regulations, Nobleton will make reasonable efforts to ensure that it provides accessible customer service to people with various kinds of disabilities and respects the core principles of independence, dignity, integration and equal opportunity, as defined herein.

### DEFINITIONS

Taken from the Guide to the Accessibility Standards for Customer Service, Ontario Regulation 429/07

**Assistive Device** – means an auxiliary aid such as communication aid, cognition aid, personal mobility aid and medical aid (i.e. canes, crutches, wheelchairs, hearing aids, etc.) to access and benefit from the goods and services offered by Nobleton Lakes Golf Club.

**Barrier** – means anything that prevents a person with a disability from fully participating in all aspects of society because of the disability. Barriers may include a physical, architectural and attitudinal barrier as well as an information or communication barrier, technological barriers, a policy, procedure or a practice.

**Disability** - means any degree of physical disability including, but not limited to, diabetes, epilepsy, brain injury, paralysis, amputation, lack of coordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, reliance on a guide dog, other service animal, wheelchair or other remedial appliance or device; developmental disability; learning disability or dysfunction in understanding or using symbols or spoken language; mental disorder; or injury for which benefits were claimed or received under the Workplace Safety and Insurance Act, 1997.



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**Guide Dog or Service Animal**- a "guide dog" means a guide dog as defined in section 1 of the Blind Persons' Rights Act. For the purpose of this policy, an animal is a service animal of a person with a disability if:

- A) it is readily apparent that the animal is used by the person for reasons relating to his or her disability; or
- B) the person provides a letter from a physician or nurse confirming that the person requires the animal for a reasons relating to the disability.

**Legislation** - for the purpose of this policy, refers to the Accessibility for Ontarians Disability Act (AODA) and Ontario Regulation 429/07, Accessibility Standards for Customer Service.

**Support Person** - means in relation to a person with a disability, another person who accompanies him or her in order to help with communication, mobility, personal care or medical needs in relation to access of goods or services.

A support person may be a paid support worker, a volunteer, a friend or a family member; the support person does not need to have special training or qualifications.

## PRINCIPLES USED

**Dignity** - service is provided in a way that allows the person with a disability to maintain their sense of self-respect and the respect of other people.

**Equal Opportunity** - service is provided to a person with a disability in such a way that they have an opportunity to access Nobleton's goods or services equal to that given to others without a disability.

**Independence** - when a person with a disability has the freedom to do things on their own without unnecessary help or interference from others.

**Integration** - service is provided in a way that allows the person with a disability to benefit from the same services, in the same place and in the same or similar way as other customers, unless an alternate measure is necessary to enable a person with a disability to access goods or services.

## POLICY PROVISIONS

### Accessible Customer Service:

Nobleton Lakes Golf Club shall make reasonable efforts to ensure that its policies, procedures and practices as amended from time to time are consistent with the following principles by establishing a set of Customer Service Guidelines in support of this policy.

- A) The goods or services shall be provided in a manner that respects the dignity and independence of persons with disabilities
- B) The provision of goods or services to persons with disabilities and others shall be integrated unless an alternate measure is necessary, whether temporarily or on a permanent basis, to enable a person with a disability to obtain, use or benefit from the goods or services.
- C) Persons with a disability shall be given an opportunity equal to that given to others to obtain, use and benefit from the goods or services.



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## **ASSISTIVE DEVICES**

Nobleton Lakes Golf Club permits a person with a disability to use and keep with them their own personal assistive devices to obtain, use or benefit from the goods or services offered by Nobleton Lakes Golf Club.

Where Nobleton owned assistive devices are available, appropriate staff within the applicable department will be knowledgeable of the presence of these devices and trained in the use of the assistive devices. Staff will be available to assist with Nobleton owned assistive devices if requested for use by an individual.

## **COMMUNICATION**

When acting on behalf of Nobleton Lakes Golf Club and communicating with a person with a disability, do so in a respectful manner that takes into account the person's disability.

## **SERVICE ANIMALS AND SUPPORT PERSONS**

Nobleton Lakes Golf Club shall permit a person with a disability, who requires to be accompanied by a support person and/or service animal into all Nobleton Lakes premises that are owned or operated Nobleton Lakes facilities. Both persons (if applicable) are permitted to enter the premises together and the person with a disability will have access to their support person and/or service animal

A support person, when assisting or accompanying a person with a disability to obtain, use or benefit from Nobleton Lakes' goods and/or services, will be permitted to attend at no charge where an admission fee is applicable.

Nobleton Lakes Golf Club shall permit a person with a disability to be accompanied by a guide dog or other service animal into all Nobleton Lakes' owned and operated public facilities and will ensure that the person is permitted to keep the animal with him or her unless the animal is otherwise excluded by law.

If the service animal is excluded by law from the facility, Nobleton Lakes Golf Club will ensure that other measures are available to enable the person with a disability to obtain, use or benefit from Nobleton Lakes Golf Club services and facilities.

## **NOTICE OF TEMPORARY DISRUPTION**

Public Notice of Service Disruption as per Appendix A & B, as amended from time to time shall be provided when facilities or services that people with disabilities and/or community members usually use to access Nobleton Lakes' goods or services are temporarily unavailable or if the goods or services are expected in the near future to be temporarily unavailable, in whole or in part.

### **The Notice must include the following information:**

- A) The reason for and information about the disruption
- B) Anticipated duration
- C) Description of alternative facilities or services, if available
- D) Contact information

Notice may be give by posting information in a conspicuous place on the premises, on Nobleton Lakes' website or any other such method as is reasonable under the circumstances.



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## TRAINING

Nobleton Lakes Golf Club shall ensure the following persons will or have received training regarding the provision of its goods and services to persons with disabilities.

- 1) Every person who deals with members of the public or other third parties on behalf of Nobleton Lakes whether the person does so as an employee, agent, volunteer or otherwise.
- 2) Every person who participates in developing the Nobleton Lakes' policies, practices and procedures governing the provision of goods or services to members of the public or other third parties.

### **The training shall include but is not limited to the following:**

- 1) Review of the purpose of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and requirements of Ontario Regulation 429/07 Accessibility Standards for Customer Service;
- 2) Instruction on how to interact and communicate with people with various types of disabilities;
- 3) Instruction on how to interact with persons with disabilities who use assistive devices or require the assistance of a guide dog, other service animal or support person;
- 4) Instruction on how to use equipment or devices available on Nobleton Lakes' premises or that are otherwise provided by Nobleton Lakes, that may assist persons with disabilities access Nobleton Lakes' services, such as TTY telephones, assistive software, elevators, lifts, accessible interactive kiosks, listening devices such as FM systems or other technology; and
- 5) Instruction on what to do if a person with a disability is having difficulty accessing Nobleton Lakes Golf Club's services.

Training shall be provided to each person as soon as practicable and training records shall be maintained as appropriate to ensure compliance with the legislation.

Training shall be provided on an ongoing basis in connection with changes to the policy and supporting procedures and practices governing the provision of goods or services to a person with a disability.

Departments utilizing the services of volunteers or other third parties are responsible for ensuring they have received training according to the legislation and for maintaining training records unless the services are secured through Purchasing and/or Office Services.

Third parties or contractors upon award of an RFP or tender process must verify training has been received and provide Nobleton Lakes with the appropriate documents as it relates to the legislation prior to commencement of work. (Nobleton Lakes may provide guidance as to where training can be obtained)

## FEEDBACK

Nobleton Lakes Golf Club has a process for receiving and responding to feedback regarding accessibility and the manner in which Nobleton Lakes provides goods or services to persons with disabilities and shall make information about the process readily available to the public.

The feedback process shall permit persons to provide feedback in person, by telephone, in writing, by email, online, on disk or by other method if applicable/available.

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## **NOTICE OF AVAILABILITY OF DOCUMENTS**

Nobleton Lakes shall provide notice that upon request Nobleton Lakes will provide a copy of this policy and supporting procedures and practices required under Ontario Regulation 429/07, Accessibility Standards for Customer Service to any person.

## **FORMAT OF DOCUMENTS**

Should Nobleton Lakes be required to provide a person with a disability with a document, or information contained in the document, Nobleton Lakes will give the person (by request) the document or information contained in the document, in a format that takes into account the person's disability.

If the document is required in a different format, staff will discuss what options are available to the individual and then agree upon the format Nobleton Lakes will provide. Requests for documents in an alternative format should be sent to the Administration Office at Nobleton Lakes Golf Club.

## **ACCOUNTABILITY**

All staff at the Nobleton Lakes Golf Club shall use due diligence to ensure that Nobleton Lakes Golf Club complies with legislation by acting in accordance with the provisions of this policy and the supporting procedures and practices.

## **RESPONSIBILITY**

### **Responsibilities of Management**

- Educate employees and ensure compliance with all aspects of the policy.
- Demonstrate behaviours that are consistent with the policy
- Provide support and guidance to staff members in fulfilling the policy
- Ensure all staff are trained according to the requirements of the AODA legislation
- When aware of areas of non-compliance ensure appropriate action is taken
- Complete and file the annual accessibility report as required by the legislation

### **Responsibilities of all Employees**

- Comply with all aspects of the policy
- Demonstrate behaviours that are consistent with the policy
- Participate fully in training as it relates to this policy
- When aware of areas on non-compliance ensure supervisor or manager is notified

## **EXCLUSIONS**

This Policy shall not apply during any period where an emergency has been declared by the head of Council.

## **CROSS-REFERENCES**

- [Guide to the Accessibility Standards for Customer Service, Ontario Regulation 429/07](#)
- [Compliance Manual: Accessibility Standards for Customer Service, Ontario Regulation 429/07](#)