

Accessibility

Purpose

The purpose of this policy is to ensure that Beautiful Plains School Division is accessible to all individuals, including those with disabilities, in compliance with the Accessibility for Manitobans Act (AMA) and its associated standards.

This policy applies to all BPSD employees, volunteers, students, and members of the public who interact with the school division or use its facilities or services.

BPSD is committed to ensuring that its services, programs, and facilities are accessible to all individuals. We take all reasonable measures to prevent and remove barriers to accessibility in compliance with the AMA and its associated standards.

Customer Service

We provide accessible customer service to all individuals with disabilities, including but not limited to the following:

- Providing alternate formats for written or visual materials upon request
- Offering assistance with mobility, communication, or other accessibility needs
- Allowing supports to accompany individuals with disabilities
- Supporting individual use with service animals on all of our premises; See Policy I.K

Built Environment

We will ensure that our buildings and facilities are designed and constructed in compliance with the Accessibility Standard for Built Environment. We also retrofit existing buildings and facilities to remove barriers to accessibility wherever possible. Ongoing processes and procedures exist for maintaining existing accessibility features including, elevators and power doors so that they are used as intended. We also provide support to individual requests of accommodations.

Information and Communication

We make our information and communication accessible to individuals with disabilities, including but not limited to the following:

- Providing accessible formats for all printed and electronic materials
- Ensuring that our website and other online platforms are accessible
- Offering communication assistance upon request
- Letting the public know on our website when an accessible feature is temporarily unavailable

- Responding to feedback when we receive recommendations and documenting actions taken
- Informing our employees, students, applicants, potential applicants and the parents and guardians of our students, applicants and our potential applicants that information and educational materials are available through a communication support or accessible format on request
- Consulting with the person requesting accessible information or educational materials to identify the support or format that would remove the barrier
- Providing information, including educational materials, requested in alternate formats or through communication supports in a timely manner with no additional fees and offering comparable educational materials when a specific material can not be provided

Training

We provide accessibility training to all employees and volunteers who interact with the public or are responsible for designing, building, or maintaining our facilities. This training includes information about the AMA and its associated standards, as well as practical guidance on how to provide accessible services and remove barriers to accessibility. Training is located on the website amalearningmb.ca and completed when hiring takes place.

Employees with visible and invisible disabilities are supported through the safety requirement training as outlined in Workplace Health and Safety Policy H. The policy also includes providing every individual with emergency response information in an individual format to keep employees with disabilities safe.

Feedback

We welcome feedback from individuals with disabilities about our accessibility practices. We will provide opportunities for individuals to submit feedback and will take all reasonable measures to address them promptly and appropriately.

This policy will be reviewed annually to ensure that it remains current and effective. Any necessary revisions or updates will be made in a timely manner.

Adopted August 22, 2023
Revised December 19, 2023