

Policy Number:	1.2.8 Accessibility at King's
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Relevant Statutory / Regulatory Linkages:

Accessibility for Ontarians with Disabilities Act, 2005

Customer Service Standard

Human Rights Code

Policy Statement (Intent and Scope)

King's University College at The University of Western Ontario (King's) is committed to recognizing the dignity and independence of all faculty, staff, students and visitors. King's seeks to ensure that persons with disabilities have genuine, open and unhindered access to King's services, facilities, accommodation, employment opportunities, buildings, structures and premises.

STATEMENT OF ORGANIZATIONAL COMMITMENT

King's will comply with all applicable Federal, Provincial and Municipal legislation with respect to accessibility and will implement the standards specified under the Accessibility for Ontarians with Disabilities Act, 2005 ("AODA, 2005").

Policies, procedures and practices with respect to accessibility, including those required under the AODA, 2005 and its accompanying standards shall be made available on King's accessibility website at <http://www.kings.uwo.ca/aoda>.

King's is committed to ongoing improvements to accessibility in its premises and facilities as required by law, as well as to the services offered to customers, employees, volunteers and members of the general public.

POLICY STATEMENTS:

Assistive Devices

King's welcomes persons with disabilities to use assistive devices to obtain, use or benefit from our goods and services. In certain circumstances approval may be required for the use of assistive devices to ensure that it does not compromise academic integrity by removing or otherwise undermining essential requirements of courses or academic programs.

Alternatives to Printed Materials

King's welcomes persons with disabilities who are in need to alternative to printed materials that King's produces.

Students: Please see the following website for details <https://www.kings.uwo.ca/current-students/student-affairs/accessibility-services/academic-accommodations/alternative-to-print-materials/> and https://www.uwo.ca/univsec/pdf/academic_policies/appeals/accommodation_disabilities.pdf

Staff/Faculty and Visitors: Please contact alternativetoprint@kings.uwo.ca to receive any print material in an alternative format. Please indicate which format you require.

Service Animals

King's welcomes persons with disabilities who are accompanied by a service animal onto our premises that are open to the public and commits to finding alternatives to the use of service animals if the service is provided in a location in which animals are prohibited by law. One of two conditions must apply for an animal to be considered a service animal:

1. The animal is easily identifiable as relating to your disability (for example, it is a guide dog or other animal wearing a vest or harness)
2. Documentation can be provided from a regulated health professional confirming the animal is required due to a disability

Failure to abide by the above conditions may result in removal of the animal from campus.

Support Persons

King's welcomes persons with disabilities who are accompanied by a support person. Any student, employee or visitor with a disability who is accompanied by a support person will be allowed to enter King's premises with their support person. At no time will a person with a disability who is accompanied by a support person be prevented from having access to his or her support person, provided that the interaction does not compromise academic integrity by removing or otherwise undermining essential requirements of courses or academic programs. Accommodations in regards to parking fees, events fees, etc. can be made with prior consultation with the arranging department.

Transportation

The University is committed to providing transportation and parking services in an accessible manner. If, at any time, the University requires students, employees or members of the public to attend events that require transportation services, accessibility needs shall be taken into consideration. Accessible parking is provided on campus.

Temporary Disruptions to Service

King's will provide notice in the event of a planned or unexpected disruption to services and/or facilities usually used by persons with disabilities to access the school's goods and services.

A notice regarding a temporary disruption will include the reason for the disruption, its anticipated duration, and a description of alternative facilities or services, if available. The notice will be placed in relevant locations on our premises and, when appropriate, shall be placed on King's website.

Emergency Plans

Emergency response plans and other public safety information will be provided in an accessible format in a timely manner upon request.

Training

King's is committed to the training as soon as practicable of all employees, volunteers, persons who deal with customers and the public on King's behalf, and persons participating in the development and approval of King's policies, practices and procedures. The training will be appropriate to the person's duties.

Training will include a review of the purposes of the Accessibility for Ontarians with Disabilities Act, 2005, the requirements of the Customer Service standard, the Integrated Regulations and the Human Rights Code. Training will be provided whenever there are changes to policies on an ongoing basis.

King's will keep records of the training provided, including dates on which training is provided and the number of individuals and to whom it is provided. Further information regarding training may be found at www.kings.uwo.ca/aoda.

Feedback

King's welcomes feedback regarding the way in which King's provides goods and services to persons with disabilities. Information regarding King's feedback process may be found at: www.kings.uwo.ca/aoda or by emailing accessibility@kings.uwo.ca.

Procedure for accommodation request

To request accommodation or assistance please contact Human Resources at King's University College by phone 519-433-3491 or email HR@kings.uwo.ca, students at King's please contact Student Affairs 519-433-3491 ext. 4321 or email acsd@kings.uwo.ca.

Any policy of King's University College that may impact provision of services or accessibility for persons with disabilities, or may not respect and promote the principles of dignity, independence, integration and equal opportunity for persons with disabilities should be sent to the Office of Human Resources to be reviewed.

Monitoring Report Requirements (Frequency, Content, etc.)

Director of Human Resources will monitor the policy and review will be done by the Presidents Accessibility Advisory Committee.