

		BRENTWOOD RECOVERY HOME	BRH OHSM
Accessibility for Ontarians with a Disability			
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ISSUED TO: All Employees	APPROVALS:		PAGE: 1 of 1

Accessibility Policy

This policy has been established and implemented to comply with the Accessibility for Ontarians with Disabilities Act, 2005

Our Statement of Commitment

Charity House (Windsor) o/a The Brentwood Recovery Home is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of people with disabilities in a timely manner and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontario with Disabilities Act.

This commitment is demonstrated in the areas of:

Communication

We communicate with people with disabilities in ways that consider their individual needs. We train staff on how to interact and communicate with people with disabilities.

Upon request, Charity House (Windsor) o/a The Brentwood Recovery Home will provide or will arrange for the provision of accessible formats and communication supports for person with disabilities in a timely manner that takes into account the person's accessibility needs due to their disability. Charity House (Windsor) o/a The Brentwood Recovery Home will consult with the person making the request in determining the suitability of an accessible format or communication support.

Assistive devices

We are committed to serving people with diverse disabilities who use assistive devices to obtain, use or benefit from our goods and services. If the assistive devices present a safety or accessibility concern, Charity House (Windsor) o/a The Brentwood Recovery Home will develop measures that will enable them to access our services.

Service animals

We are committed to welcoming people with disabilities who are accompanied by a service animal on the parts of our premises that are open to the public. We will also ensure that all staff personnel are properly trained in how to interact with people with disabilities who are accompanied by a service animal. Every effort will be made to ensure that any offsite event venues are compliant with Charity House (Windsor) o/a The Brentwood Recovery Home commitment regard service animals.

Support persons

We are committed to welcoming people with disabilities who are accompanied by a support person. Any person with a disability who is accompanied by a support person will be allowed to enter Charity House (Windsor) o/a The Brentwood Recovery Home premises or offsite event venues with his or her 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 while on our premises or premises operated by Brentwood for event purposes.

Notice of temporary disruption

Charity House (Windsor) o/a The Brentwood Recovery Home will provide notice in the event of a planned or unexpected disruption in the facilities or services usually used by people with disabilities. This notice will include information about the reason for the disruption, its anticipated duration, and a description of alternative facilities of services, if available.

Training of staff

Charity House (Windsor) o/a The Brentwood Recovery Home provides all staff with training as required by the Accessibility for Ontarians with Disabilities Act, 2005

Training includes the following:

- The purposes of the Accessibility for Ontarians with Disabilities Act, 2005 and the requirements of the integrated standards.
- How to interact and communicate with people with various types of disabilities.
- How to interact with people with disabilities who use an assistive device or require the assistance of a service animal or a support person.
- How to learn about the use of various assistive devices.
- What to do if a person with a disability is having difficulty in accessing Charity House (Windsor) o/a The Brentwood Recovery Home goods and services.
- Charity House (Windsor) o/a The Brentwood Recovery Home's policies, practices and procedures relating to the integrated standards.

Recruitment Process & Career Development

Charity House (Windsor) o/a The Brentwood Recovery Home notifies all internal and external job applicants that accommodations for disabilities will be provided to support participation during the entire recruitment process. If any are requested, we will work closely with the applicant to ensure all accommodations are met.

We strongly encourage internal advancement and career development and will continue to be proactive, identifying any barriers associated with the recruitment process.

Individual Accommodation Plans & Emergency Response

Charity House (Windsor) o/a The Brentwood Recovery Home provides individual accommodations and emergency response plan to those employees with both temporary and permanent disabilities where required.

Feedback process

Charity House (Windsor) o/a The Brentwood Recovery Home provides surveys to all employees allowing them to provide their feedback on different facets of the company. (Equal Opportunity, Accessibility, Resources, Employee Engagement, etc.)

Charity House (Windsor) o/a The Brentwood Recovery Home is committed to ensuring its services are accessible to people with disabilities. Feedback about service delivery for people with disabilities can be provided:

By Mail:

Brentwood Recovery Home
2335 Dougall Ave
Windsor, Ontario N8X 1S9
Attention: AODA/Human Resources

All feedback will be directed to the appropriate individuals for review and any necessary actions.