

SECTION 18 – ACCESSIBILITIES FOR ONTARIANS WITH DISABILITIES ACT (AODA)

PROCEDURE 1.0 – GENERAL

- 1.1** Ontario Soccer strives at all times to provide its goods and services in a way that respects the dignity and independence of people with disabilities. Ontario Soccer is also committed to giving people with disabilities the same opportunity to access our goods and service by allowing them to benefit from the same services, in the same place and in a similar way as other customers
- 1.2** Ontario Soccer is committed to excellence in serving all customers including people with disabilities and we will carry out our functions and responsibilities in the following areas:
1. Communication- The establishment of policies, procedures and practices of goods and services from Ontario Soccer to persons with disabilities
 2. The use of Service Animals, Support Persons and Assistive Devices by Persons with Disabilities
 3. Notice of Temporary Disruptions in Services and Facilities
 4. Staff Training
 5. Customer Service Feedback
 6. Notice of Availability of Documents
- 1.3** It is the policy of Ontario Soccer that its working environment as well as its soccer facility environment operate free from discrimination.
- 1.4** This policy shall apply to every person who deals with members of the public or other third parties on behalf of Ontario Soccer whether the person does so as an employee, agent, volunteer or otherwise. Failure to comply with this policy and operational procedures may result in disciplinary action up to and including termination.

PROCEDURE 2.0 - UNDERSTANDING DISABILITY AND THE AODA, 2005

- 2.1** The Accessibility for Ontarians with Disabilities Act, 2005 (AODA) which applies to both the public and private sector is Provincial Legislation with the purpose of developing, implementing and enforcing mandatory accessibility standards in order to comply with such standards for accessibility with respect to goods, services, facilities, accommodation, employment, buildings, structures and premises by 2025.
- Ontario Regulation 429/07 "Accessibility Standards for Customer Service" states that organizations in Ontario must comply with the standards and provide their goods and services in accessible ways to people with disabilities.

PROCEDURE 3.0 - COMMUNICATION

- 3.1** Ontario Soccer will communicate with people with disabilities in ways that take into consideration their disabilities. Staff will be trained on how to interact and communicate with people with various types of disabilities.
- 3.2** We are committed to providing fully accessible telephone service to our customers. Staff will be trained to communicate with customers over the telephone in clear and plain language and to speak clearly and slowly. We will offer to communicate with customers by another method, such as email, if telephone communication is not suitable to their communication needs or is not available.
- 3.3** Customers will be offered alternative communication formats that will meet their needs in a reasonable manner. They will be offered in ways that fully maintain independence, dignity and equality.

3.4 Information and documents will be available to customers in alternative formats to meet their needs.

PROCEDURE 4.0 - ASSISTIVE DEVICES

- 4.1 Ontario Soccer is committed to serving persons with disabilities who use assistive devices to obtain, use or benefit from the organization's goods and services. Ontario Soccer will ensure that staff is trained and familiar with various assistive devices that may be used by customers with disabilities while accessing our goods and services.
- 4.2 Assistive devices will be permitted and may be used by persons with disabilities when participating or benefitting from the goods and services pertaining to Ontario Soccer and The Soccer Centre.
- 4.3 Assistive devices may not be permitted if the use of the device poses risk to the health and safety of the person using the device or to others using the goods and services of the organization.
- 4.4 We currently provide some of the following types of assistive devices at our facilities:
 - a) Wheelchair ramps
 - b) Wheelchair accessible public washrooms and change rooms
 - c) Elevator access
 - d) Text Telephones (TTY)
 - e) Written documents/policies

PROCEDURE 5.0 - SERVICE ANIMALS AND SUPPORT PERSONS

- 5.1 Ontario Soccer is committed to welcoming people with disabilities who are accompanied by a service animal and/or a support person.
- 5.2 Service Animals will be permitted entry for use by persons with disabilities to Ontario Soccer and The Ontario Soccer Centre in all areas except for those prohibited by law such as where food is being prepared, stored or sold.
- 5.3 Ontario Soccer will ensure that all staff, volunteers and others dealing with the public are properly trained in how to interact with people with disabilities who are accompanied by a service animal.
- 5.4 When a service animal is unruly or disruptive (jumping on people, biting, or other harmful behaviour) an employee may ask the person with a disability to remove the animal from the area or refuse access to goods and services. Other reasonable arrangement to provide goods and services shall be explored with the assistance of the person with a disability.
- 5.5 Support persons for people with disabilities are allowed to enter Ontario Soccer's premises (The Ontario Soccer Centre). 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.
- 5.6 Fees will not be charged for support persons for admission to Ontario Soccer's premises. Customers will be informed of this by a notice that will be posted at Ontario Soccer's premises and on the organization's website.

PROCEDURE 6.0 - NOTICE OF TEMPORARY DISRUPTION

- 6.1 In the event of a planned or unexpected disruption in the facilities and services of Ontario Soccer, notice will be delivered in mass forms of communication which will include all available information concerning the disruption: reason, duration, alternate services and facilities available, as well as any other appropriate measures needed to be delivered to those affected.
- 6.2 Notice of the disruption will also be placed at all public entrances and service counters on our premises, as well as on Ontario Soccer's website.

PROCEDURE 7.0 - TRAINING FOR STAFF

- 7.1** Ontario Soccer and The Ontario Soccer Centre will provide professional and appropriate training to all employees, volunteers and others who deal with the public or other third parties on their behalf, as well as those who are involved in the development and approvals of customer service policies, practices and procedures.
- 7.2** AODA Customer Service training will be a requirement to employment with Ontario Soccer and The Ontario Soccer Centre in order to uphold the quality of customer service of the organization.
- 7.3** On-going training will be mandatory for all existing staff where applicable in order to stay abreast of all segments of the AODA as they change and/or develop.
- 7.4** Training will be providing in a group setting and will include:
 - a) The purposes of the Accessibility for Ontarians with Disabilities Act, 2005 and the requirements of the customer service standards
 - b) How to interact and communicate with people with various types of disabilities
 - c) How to interact with people with disabilities who use an assistive device or require the assistance of a service animal or support person
 - d) How to assist and/or use assistive devices in order to help with the provision of goods and services to people with disabilities
 - e) What to do if a person with a disability is having difficulty in accessing the organization's goods and services
 - f) Policies, Practices and Procedures relating to customer service standards

PROCEDURE 8.0 - FEEDBACK PROCESS

- 8.1** Ontario Soccer is committed to meeting and surpassing the unique needs and expectations of its customers while serving customers with disabilities. Comments on our services regarding how well those expectations are being met are welcomed and greatly appreciated.
- 8.2** Feedback regarding policies, practices and procedures concerning goods and services provided to persons with disabilities can be made by email, phone, in person or by mail. All feedback should be directed to Ontario Soccer Privacy Officer. Complaints will be addressed according to Ontario Soccer's complaint process.

PROCEDURE 9.0 - NOTICE OF AVAILABILITY OF DOCUMENTS

- 9.1** Ontario Soccer is committed to developing customer service policies that respect and promote the dignity and independence of people with disabilities.
- 9.2** Upon request, documents including but not limited to billing invoice, manuals, policies, procedures and practices will be provided to customers of the organization in alternative formats that will adhere to the needs and requirements of person with disabilities.
- 9.3** Practices and procedures will be put in place to evaluate the necessary formats to provide documents, before execution of the formats. These formats will be communicated accordingly to the persons with disabilities by the organization and in ways that promote dignity and independence.

PROCEDURE 10.0 - QUESTIONS AND CONCERNS ABOUT THIS POLICY

- 10.1** This Policy exists to achieve service excellence to customers with disabilities. If anyone has questions or concerns about this Policy, or if the purpose of the Policy is not understood, an explanation should be provided by, or referred to, the Privacy Officer of Ontario Soccer.

Other sources to consider:

Ontario Human Rights

<http://www.ohrc.on.ca/en/issues/disability>

Accessibility for Ontarians with Disability Act, 2005

<https://www.ontario.ca/laws/statute/05a11>

- 10.2** As required by the Act, the policy and operational procedures shall be reviewed annually.
- 10.3** Any policy of Ontario Soccer that does not respect and promote the dignity and independence of people with disabilities will be modified or removed.