

Accessibility at Western

Policies & Guidelines

Accessibility at Western Policy (M.A.P.P. 1.47): Western is committed to recognizing the dignity and independence of all staff, students, faculty and visitors and seeks to ensure that persons with disabilities have genuine, open and unhindered access to University goods, services, facilities, accommodation, employment, buildings, structures and premises.

Duty to Accommodate Guidelines: Western's Duty to Accommodate Guidelines affirm the University's commitment to eliminate disadvantage to employees, prospective employees or clients resulting from a rule, practice, or physical barrier that has or may have an adverse impact on individuals or groups protected under the Ontario Human Rights Code, or identified as a designated group under the Employment Equity Act (including persons with disabilities, women, visible minorities, and Aboriginal persons). For additional information go to Equity and Human Rights Services.

Academic Accommodations for Students with Disabilities: The Senate Policy entitled Academic Accommodations for Students with Disabilities is published each academic year in Western's Academic Calendar. This policy summarizes the process of requesting, granting, and making arrangements for academic accommodation and details the responsibilities of those involved in the process.

Discrimination and Harassment Policies: Equity and Human Rights Services (EHRS) administers the University's policies on discrimination and harassment. Western is committed to providing and maintaining an environment free of discrimination and harassment. Every member of University community has the right to study, work and conduct his or her activities in an environment free from discrimination and harassment.

Employment Equity Policies: Equity and Human Rights Services (EHRS) administers the University's policies on employment equity. The University strives to create and maintain an equitable employment system on the exclusive basis of merit, regardless of race, gender or disabilities.

Assistive Devices, Service Animals, Support Persons:

The University welcomes persons with disabilities to use assistive devices

The University welcomes persons with disabilities who are accompanied by a service animal

The University welcomes persons with disabilities who are accompanied by a support person. . . .

Temporary Disruptions to Service: The University will provide notice in the event of a planned or unexpected disruption in the facilities or services usually used by people with disabilities to access the University's goods and services. The notice will be placed in relevant conspicuous locations on our premises and, when appropriate, shall be placed on the University's Accessibility website.

Training: The University will provide training about accessible goods and services to faculty and staff members. Training will include a review of the purposes of the Accessibility for Ontarians with Disabilities Act, 2005, the requirements of the Customer Service standard, and information about the following matters:

- a. How to interact and communicate with people with various types of disabilities.
- b. The University's policies, practices and procedures relating to the provision of goods and services to persons with disabilities.
- c. How to interact with persons with disabilities who use an assistive device or require the assistance of a service animal or a support person.
- d. How to use equipment or devices available at the University that may help with the provision of goods or services to a person with a disability.
- e. What to do if a person with a disability is having difficulty accessing the University's goods and services.

Further information regarding training may be found at <http://accessibility.uwo.ca>