



Alpine Ski Club Accessibility Policy (IASR)

Revised June 9, 2025

1. Statement of Commitment

Alpine Ski Club (ASC) is committed to providing an inclusive and accessible environment that respects the dignity, independence, integration, and equal opportunity of persons with disabilities.

ASC is committed to meeting the accessibility needs of persons with disabilities in a timely manner and will do so by preventing and removing barriers to accessibility and meeting the requirements of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and the Integrated Accessibility Standards Regulation (IASR).

2. Purpose

The purpose of this policy is to outline how Alpine Ski Club achieves accessibility through compliance with the IASR in the areas of:

- Information and Communications
- Employment
- General Accessibility Requirements

This policy applies to all employees, volunteers, and third parties acting on behalf of ASC.

3. Multi-Year Accessibility Plan

ASC maintains a Multi-Year Accessibility Plan that outlines its strategy to identify, prevent, and remove barriers and improve accessibility.

ASC will:

- Review and update the plan at least once every five (5) years
- Post the plan on its website
- Provide the plan in accessible formats upon request

4. Training

ASC will provide training on AODA and the Ontario Human Rights Code (as it relates to persons with disabilities) to:

- All employees and volunteers
- All persons involved in developing ASC policies
- All persons who provide goods, services, or facilities on behalf of ASC

Training will:

- Be appropriate to the duties of the individual
- Be provided as soon as practicable after hire
- Be updated when policies or practices change

ASC will maintain records of training provided.

5. Information and Communications Standards

5.1 Feedback

ASC will ensure that its feedback processes are accessible to persons with disabilities by:

- Accepting feedback in multiple formats
- Providing accessible formats and communication supports upon request

5.2 Accessible Formats and Communication Supports

Upon request, ASC will:

- Provide or arrange for accessible formats and communication supports
- Consult with the individual to determine suitability
- Provide these supports in a timely manner

ASC will notify the public of the availability of accessible formats and communication supports.

5.3 Accessible Websites and Web Content

ASC will ensure that its websites and web content conform to:

- **Web Content Accessibility Guidelines (WCAG) 2.1 Level AA**, except where not practicable

6. Employment Standards

ASC is committed to fair and accessible employment practices.

6.1 Recruitment

ASC will notify employees and the public about the availability of accommodation for applicants with disabilities.

6.2 Recruitment, Assessment, and Selection

ASC will:

- Inform applicants selected for participation that accommodations are available
- Provide suitable accommodations upon request

6.3 Notice to Successful Applicants

ASC will inform successful applicants of its policies for accommodating employees with disabilities.

6.4 Informing Employees of Supports

ASC will inform employees of policies supporting employees with disabilities and any updates as soon as practicable after hire.

6.5 Accessible Formats for Employees

ASC will provide accessible formats and communication supports for employees upon request.

6.6 Workplace Emergency Response Information

ASC will provide individualized workplace emergency response information for employees with disabilities, where required.

6.7 Documented Individual Accommodation Plans

ASC will maintain a written process for developing individual accommodation plans.

6.8 Return to Work Process

ASC will maintain a documented return-to-work process for employees who require disability-related accommodation.

6.9 Performance Management, Career Development, and Redeployment

ASC will consider the accessibility needs of employees with disabilities and accommodation plans when:

- Managing performance
- Providing career development and advancement
- Redeploying employees

7. Procurement and Self-Service

Where applicable, ASC will consider accessibility criteria when:

- Procuring or acquiring goods, services, or facilities
- Designing or acquiring self-service kiosks

8. Ongoing Review

ASC will:

- Review this policy on an ongoing basis

- Update it as required to reflect changes in legislation, operations, or identified barriers

9. Availability of Policy

This policy will be made available to the public and provided in accessible formats upon request.

10. Questions and Contact

For questions about this policy or to request accessible formats, please contact:

Erin Hindle
Health & Safety Coordinator
Alpine Ski Club
705-445-0339 ext. 234
ehindle@alpineskiclub.com

11. Related Documents

- Accessibility Customer Service Policy
- Multi-Year Accessibility Plan