

Ontario Weightlifting Association Accessibility Policy

Preamble

Beginning January 1, 2012, all providers of goods and services within the province of Ontario, including charities and not-for-profit organizations will be required to comply with parts of the Accessibility for Ontarians with Disabilities Act (AODA).

The AODA requires that providers of goods and services establish policies, practices, and procedures governing the provision of its goods or services to persons with disabilities and mandates that reasonable efforts be taken to ensure that these policies are consistent with certain prescribed principles defined in the legislation.

The Ontario Weightlifting Association (OWA) currently does not have any employees and relies on volunteers and independent contractors. While these laws pertain to not-for-profit organizations with at least one employee, the OWA has established an accessibility policy to meet with AODA legislation.

Policy

The OWA is committed to improving accessibility. The following policies will be put into practice as required by the AODA.

General

The OWA is committed to training staff on Ontario's disability laws and on accessibility aspects of the Human Rights Code that apply to persons with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers, and other staff members.

Information and Communications

The OWA is committed to meeting the communication needs of people with disabilities. When asked, we will provide information and communications materials in accessible formats or with communication supports. This includes publicly available information about our services as well as publicly available emergency information.

The OWA will consult people with disabilities to determine their information and communication needs and will make it easy for people with disabilities to provide feedback when asked.

Employment

The OWA will notify public and staff that, when requested, we will accommodate disabilities during recruitment and assessment processes and when people are hired.

Events and Venues

The OWA will allow support persons and animals at all events and will, whenever possible, select venues for meetings and events that are accessible to individuals using assistive devices. No pets of any kind. Exceptions will be granted if COPE Service Dogs, National Service Dogs, or Service Dog Canada certificates or service dog identification are provided prior to an OWA-sanctioned event. Exceptions will also be granted to any persons with disabilities who use service animals to assist them with disability-related needs. Individuals bringing a service animal to an event should notify the host organizer(s) in advance.

Modification to this or other policies

Any of our policies that do not respect and promote the dignity and independence of people with disabilities will be modified or removed.

Review and Approval

This Policy was last reviewed and approved by the Board of Directors on October 21, 2020.

DOCUMENT HISTORY

Adopted	October 23, 2016
Amended	October 21, 2020