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## **Multi-Year Accessibility Plan Requirement**

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Regulation 191/11: Integrated Accessibility Standards under the *Accessibility for Ontarians with Disabilities Act, 2005* requires organizations to create multi-year accessibility plans, update them at least once every five years and post them on their websites if they have one. An accessibility plan outlines what steps an organization will take to prevent and remove barriers to accessibility and when it will do so.

The law is flexible, so you can develop your accessibility plan in a way that works best for your organization. There is no right or wrong way. This form includes sample information to help you comply with section 4 of the Regulation.

This section applies to the Government of Ontario, Legislative Assembly of Ontario, Designated Public Sector organizations as well as business/non-profit organizations with 50 or more employees.

### **General Disclaimer**

This document is provided for general information only as a sample reference to assist organizations in meeting their obligations under the *Accessibility for Ontarians with Disabilities Act, 2005*. Each organization is responsible for understanding and complying with its legal obligations and developing its own policies, procedures and material based on its particular situation. Users are encouraged to seek independent advice and the Government of Ontario, in providing public information on accessibility is not responsible for its usage.

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## **Sample Plan**

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### **Message from the CEO**

"Blaisdale Montessori School is committed to creating an inclusive and supportive environment for individuals with disabilities. By implementing strategies and providing accessible facilities, the school ensures that individuals with diverse needs receive the necessary support and resources to thrive. Additionally, the school's staff is trained in understanding and addressing the unique challenges faced by people with disabilities, further fostering an atmosphere of respect and empowerment."

## Introduction

With a rich legacy as one of Durham's premier Montessori Schools, Blaisdale Montessori School has established itself as a pioneer and paragon of educational excellence. Continuously recognized as the top Montessori School in the Durham area, our institution has garnered this prestigious accolade for numerous consecutive years.

Spanning across seven campuses in the Ontario Durham region, Blaisdale Montessori School nurtures and educates children from the tender age of 12 months up to grade 8. Our unwavering commitment to providing a caring and inclusive environment sets us apart, ensuring that every child thrives under our tutelage.

At the core of our institution lies a comprehensive and dynamic curriculum, designed to foster holistic development. Our prime facilities encompass expansive gyms, sunlit and spacious classrooms, purpose-built stages for performing arts, and sprawling acres of playing fields. These state-of-the-art resources offer an ideal setting for your child to explore their potential, enabling them to grow intellectually, physically, and creatively.

Conveniently situated in Pickering, Ajax, Oshawa, and Bowmanville, Blaisdale Montessori School warmly welcomes families from diverse backgrounds. Regardless of your cultural or ethnic background, we embrace and celebrate the unique qualities that each family brings, fostering an inclusive and harmonious community.

Choose Blaisdale Montessori School for an unparalleled educational journey where tradition meets innovation, and every child's potential is nurtured with care. Blaisdale Montessori School accommodate the needs of people with disabilities in our hiring process.

Blaisdale Montessori School

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Name of Organization

strives to meet the needs of its employees and customers with disabilities and is working hard to remove and prevent barriers to accessibility.

Blaisdale Montessori School

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Name of Organization

is committed to fulfilling our requirements under the *Accessibility for Ontarians with Disabilities Act, 2005*. This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities.

Our plan shows how we will play our role in making Ontario an accessible province for all Ontarians.

The plan is reviewed and updated at least once every 5 years.

We train every person as soon as practicable after being hired and provide training in respect of any changes to the policies

We maintain records of the training provided including the dates on which the training was provided and the number of individuals to whom it was provided.

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## Section 1. Past Achievements to Remove and Prevent Barriers

In this section, you have the opportunity to highlight specific projects and programs your organization has implemented to improve accessibility for people with disabilities and to meet requirements of the *Accessibility for Ontarians with Disabilities Act*. Under each heading, add an introductory paragraph, if you wish, and provide information in bullets. You may also want to add a paragraph describing the corporate approach to addressing barriers. Disregard any headings that do not apply.

has completed the following accessibility initiatives.

### **Customer Service**

Provide information detailing actions your organization took to comply with the customer services standard. Include a statement confirming that your organization has remained in compliance with the Customer Service Standards, how customer feedback was submitted, actions to address the feedback received and actions your organization took to identify/address potential barriers that may prevent people from giving feedback.

Detail actions and list initiatives from past years.

### **Information and Communications**

Detail actions and list initiatives from past years.

### **Employment**

Detail actions and list initiatives from past years.

### **Procurement**

Note: This section may not apply to your organization.

List initiatives from past years, if applicable.

Blaisdale Montessori School has enhanced its Accessibility Infrastructure by ensuring wheelchair access to all buildings. This initiative is part of our commitment to inclusivity and providing a barrier-free environment for all students and visitors

### **Self-service kiosks**

Note: This section may not apply to your organization.

List initiatives from past years, if applicable.

NA

### **Training**

List initiatives from past years, if applicable.

Blaisdale Montessori School has invested in staff training to uphold the standards of accessibility and inclusivity. Our team participated in an in-person training session conducted by the Ontario Federation of Private Schools. More recently training has been the online training program through Access Forward.

### **Design of Public Spaces**

Note: This section may not apply to your organization.

List initiatives from past years, if applicable.

NA

## Transportation

Note: This section may not apply to your organization.

List initiatives from past years, if applicable.

NA

## Other

If your organization implemented initiatives that do not apply to any of the above headings, please list them here.

NA

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## Section 2. Strategies and Actions

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Identify the projects and programs your organization plans to accomplish to meet the requirements of the *Accessibility for Ontarians with Disabilities Act* and to remove and prevent barriers to people with disabilities.

### Customer Service

Blaisdale Montessori School

Name of Organization

is committed to providing accessible customer service to people with disabilities. This means that we will provide goods, services and facilities to people with disabilities with the same high quality and timeliness as others.

List the initiatives your organization is planning to continue in order to comply with the Customer Service Standard (e.g., training new staff) and specify the timeframe for each.

Blaisdale Montessori School will train new staff within two months of being hired.

### Information and Communications

Blaisdale Montessori School

Name of Organization

is committed to making our information and communications accessible to people with disabilities.

List the initiatives your organization is planning and specify the timeframe for each.

Our website is accessible, we also provide all literature in a word format.

### Employment

Blaisdale Montessori School

Name of Organization

is committed to fair and accessible employment practices.

List the initiatives your organization is planning and specify the timeframe for each.

The school has fair and accessible employment practices

**Procurement**

Blaisdale Montessori School

Name of Organization

is committed to fair and accessible employment practices.

List the initiatives your organization is planning and specify the timeframe for each, if applicable.

**Self-service kiosks**

Blaisdale Montessori School

Name of Organization

is committed to incorporating accessibility features/ considering accessibility for people with disabilities when designing, procuring or acquiring self-service kiosks.

If applicable, list the initiatives your organization is planning and specify the timeframe for each.

**Training**

Blaisdale Montessori School

Name of Organization

is committed to providing training in the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities.

List initiatives your organization is planning and specify the timeframe for each.

We are using the access forward integrated accessibility standards regulation online training.

**Design of Public Spaces**

Blaisdale Montessori School

Name of Organization

will meet accessibility laws when building or making major changes to public spaces.

If applicable, list initiatives your organization is planning and specify the timeframe for each.

Blaisdale Montessori School

Name of Organization

will put procedures in place to prevent service disruptions to the accessible parts of our public spaces.

**Transportation**

Blaisdale Montessori School

Name of Organization

is committed to accessible transportation services.

List the initiatives your organization is planning and specify the timeframe for each, if applicable

**Other**

If your organization has planned initiatives that do not fit any of the above headings, list them here in bullet format and specify the timeframe.

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**For More Information**

For more information on this accessibility plan, please contact at

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Telephone Number 905-509-5005	Email Address hwilson@blaidale.com	

Our accessibility plan is publicly posted at

Website and/or Social Media Addresses  
www.blaisdale.com

Standard and accessible formats of this document are free on request from

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