

# Accessibility Policy

Approval date: May 2012  
Review date: February 2019  
Amendment date: May 2019



**PWRDF**

The Primate's World Relief  
and Development Fund

*The Anglican Church of Canada*

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## PURPOSE

PWRDF will provide services in a manner which is accessible to persons of all abilities.

## APPLICATION

This policy applies to all directors, members, employees, and agents of PWRDF. While this policy fulfills the requirements set out in Accessibility for Ontarians with Disabilities Act, 2005, Ontario Regulation 429/07 it is applicable in every province and territory.

## POLICY

PWRDF will make every effort to

- communicate with people in ways which take into account their disability
- serve and accommodate persons with disabilities who use assistive devices
- allow persons with disabilities to be accompanied by a support person and/or their service animal unless the animal is excluded by law
- provide accommodation for meetings which is accessible to all
- ensure that employees are able to use any assistive devices available at PWRDF offices that might be of use to persons with disabilities when accessing PWRDF services
- notify persons with disabilities if for any reason appropriate services which they need will be disrupted and make alternate arrangements

## EXCLUSION

This policy will not apply during any period where PWRDF has declared a "state of emergency" as defined under the Emergency Management Act (Emergency Management and Civil Protection Act, R.S.O. 1990, c. E.9)

## DEFINITIONS

**Assistive Device:** any auxiliary aid such as communication aids, cognitive aids, personal mobility aids and medical aids (crutches, canes, wheelchairs and hearing aids)

**Disabilities** as listed in the Ontario Human Rights Code (Human Rights Code, R.S.O. 1990, c. H.19)

**Persons with disabilities:** individuals who are afflicted with a disability as defined under the Ontario Human Rights Code

**Service Animal:** any animal individually trained to do work or perform tasks for the benefit of a person with a disability

**Support Person:** any person whether a paid professional, volunteer, family member or friend who accompanies a person with a disability in order to help with communication, personal care, medical needs or with access to goods and services

## AMENDMENT

This policy may be amended by the PWRDF Board.