



TillsonburgFC AODA Policy

Policy # 07
Approval Date: 2023-11-06
Application: TillsonburgFC Directors, Coaches, Officials, Volunteers, Players

Purpose

The purpose of the TillsonburgFC AODA Policy is to foster an inclusive community and workplace. The Club will fulfil its duty to accommodate by promoting inclusive employment practices, facilities, and service provision, and by exploring accommodation for persons and/or groups who request it based on the prohibited grounds in the Code.

The club strives at all times to provide its services in a way that respects the dignity and independence of people with disabilities.

1. Policy

- 1.1. The Club recognises its duty to accommodate to the point of undue hardship, and commits itself to an accommodation process that respects the Code principles of dignity and privacy, inclusion and individualization.
 - 1.1.1. Systemic Assessments - The proactive review of existing policies, rules, practices and procedures to identify and eliminate barriers to access and inclusion. Ensuring policies, standards and practices are barrier-free can minimize the need for individual assessments/accommodation.
 - 1.1.2. Individual Assessment - Accommodation is assessed and delivered on an individual basis for persons who make their needs known. Each request must be considered individually in order to assess appropriate accommodation. Requests for accommodation must be dealt with in a timely manner so individuals can fully participate in all aspects of employment, use of facilities, and service provision, except where evidence does not support the need for accommodation or where undue hardship can be demonstrated. Accommodations may include but not limited to: communication, assistive devices, service animals and support persons.
 - 1.1.3. Dignity and Privacy - Individuals must be accommodated in ways that respect their dignity and right to privacy. Information relating to specific requests for accommodation will be treated as confidential and will only be used for the purpose of assessing and implementing accommodation options and solutions.
 - 1.1.4. Inclusion - Ensures programs, policies, systems, facilities, services, etc. are designed and administered to foster the full integration of diverse individuals and groups protected under the Code.
 - 1.1.5. Legal Obligations and Limits - Exploring accommodation is a legal obligation for all employers, facility and service providers under the Code and related jurisprudence; failure to explore requests for accommodation in good faith related to any of the Code's prohibited grounds may constitute discrimination and a breach of the Code. Even where it is determined that accommodation is not required, employers have a legal duty to fully explore every request for accommodation in good faith.
 - 1.1.6. BSC will provide appropriate training to all employees and volunteers who deal with the public or other third parties on their behalf. AODA training is a module of this training.
 - 1.1.7. This policy shall be reviewed annually, as required by the Act