



Accessibility Policy

Objective

Camp Oconto is a private camp providing outdoor recreation programs for young girls and women. Camp Oconto is committed to serving all members of the Camp Oconto community including people with disabilities, in compliance with the Accessibility for Ontarians with Disabilities Act (AODA), 2005 and Regulation 429/07.

The Camp Oconto community includes campers, their families, program participants, volunteers, staff and customers.

Accessibility for Ontarians with Disabilities Act (AODA)

The AODA details specific requirements and standards for accessibility in Ontario. Accessibility standards are the rules that organizations in Ontario must follow to identify, remove and prevent barriers to accessibility.

Accessible Websites and Web Content

We are committed to providing accessible Web Content through compliance with Level AA standards.

Assistive Devices

We will ensure that our staff members are trained and familiar with various assistive devices that may be used by community members with disabilities while accessing our goods or services.

Communication

We will communicate with people with disabilities in ways that take into account their disability.

Service Animals

We welcome people with disabilities and their appropriately qualified service animals. Service animals are allowed on the parts of our premises that are open to our community, to the extent permitted by law. If a service animal is excluded by law from all or part of our premises, we shall ensure that other measures are available to enable the person with a disability to access our premises. The service animal must be under the care and control of its master at all times.

Support Persons

A person with a disability who is accompanied by an appropriately qualified support person will be allowed to have that person accompany them on our premises.

Camp Oconto may require a person with a disability to be accompanied by an appropriately qualified support person when on our premises, if such a person is necessary to protect the health or safety of the person with a disability or of others on the premises.

If an amount is payable by a support person in connection with that person's presence on our premises, we shall ensure that notice is given in advance about that amount.

Notice of Temporary Disruption

In the event of a planned or unexpected disruption to any of our facilities or services for community members with disabilities, Camp Oconto will notify the public thereof. A clearly posted notice will include information about the reason for the disruption, its anticipated duration, and a description of

alternative facilities or services, if available. A hard copy of the notice will be posted at the site of the disruption and/or posted on the website at www.campoconto.com.

Staff Training

At Camp Oconto we provide training and education sessions to ensure the effectiveness of this Policy. Camp Oconto shall ensure that staff receive accessibility training annually, as well as when the policy has been adjusted or rewritten so that they are aware of the new implications. Annual training will occur during pre-camp (pre-camp takes place each year in late June).

Training will include:

- A review of the purposes of the Accessibility for Ontarians with Disabilities Act, 2005 and the requirements of Regulation 429/07
- A review of this policy
- How to interact and communicate with people with various types of disabilities
- How to interact with people with disabilities who use an assistive device or require assistance of a service animal or a support person
- How to use equipment and devices available on Camp Oconto's premises or otherwise provided by us that may help with the provision of goods and services to a person with a disability
- What to do if a person with a disability is having difficulty accessing Camp Oconto's goods and services

Recruitment and Hiring

Camp Oconto strives to ensure our hiring process is accessible. Applications can be made online, by mail, or by phone. Interviews are available by phone or in person. The Accessibility Policy is available on the website at www.campoconto.com.

Camp Oconto is committed to employment equity and encourages all qualified candidates to apply. If you require an accommodation at any point during the hiring process, please let Camp Oconto know so that we can work with you to meet your needs. All personal information will be handled with strict confidence.

Employee Accommodations

We are committed to supporting all employees with disabilities in connection to job performance and development. We will provide evaluations and performance feedback in a format that takes into account a person's disability.

Accessible Documents

Copies of the documents that Camp Oconto is required by Regulation 429/07 to prepare are available upon request. Documents requested by a person with a disability will be provided in a format that takes into account the requesting person's disability.

Feedback Process

Anyone who wishes to provide feedback on the way Camp Oconto provides goods and services to people with disabilities may do so via phone at 613-375-6678, via mail to 1126 Camp Oconto Road, Tichborne, ON, K0H 2V0, or via email to bronwyn@campoconto.com or ted@campoconto.com. All feedback will be directed to the Camp Directors, Bronwyn and Ted Gorsline. A response will be provided within 21 days. Complaints will be addressed according to our regular complaint management procedures.

Camp Oconto's Multi-Year Accessibility Plan

Camp Oconto is committed to providing an accessible outdoor overnight summer camp experience to all members of its community, including persons with disabilities. We are committed to meeting the accessibility needs of such persons in a timely manner and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements. Camp Oconto is committed to putting these policies into practice as required by the Accessibility for Ontarians Disability Act, 2005 and Regulation 191/11 (the "Regulation").

The Multi-Year Accessibility Plan will be reviewed and updated at least once every 5 years and will be posted on our website. Upon request, Camp Oconto will provide a copy of the Accessibility Plan in an accessible format.

History of Accessibility Changes and Compliance at Camp Oconto:

- Ongoing review and updates to emergency and public safety information
- Development and ongoing refinement of the process for responding to feedback, requests and supports
- Created an Accessibility Policy which is available on the website and undergoes regular review and updating
- Created a Multi-Year Accessibility Plan which is to be updated at least every 5 years
- Implemented training for all staff during Pre-Camp on AODA, IASR and the Ontario Human Rights Code. These trainings take place during our annual Pre-Camp training week with refresher training available as required
- Allow for the collection of feedback in multiple formats to improve accessibility
- Public statement posted on website notifying employees, potential hires and the public that accommodations can be made during recruitment, assessment and selection processes for people who have disabilities
- We put in place systems that notify new hires and staff of policies for accommodating employees with disabilities
- We have in place a written process to develop individual accommodation plans for employees with a disability
- We take the needs of our employees with disabilities into account with our performance review processes to help with performance management
- We have and will continue to ensure that we make new or redeveloped spaces accessible
- When necessary, we provide Individualized Workplace Emergency Response Plan (IWERP) Forms to help employees who have disabilities during an emergency

Current & Future Plans

- We continue to identify opportunities to prevent and remove barriers in our camp setting and programming
- We are working with our website developer to ensure that all new web content on the Camp Oconto website conforms to WCAG 2.0 Level AA. The next time we refresh the Camp Oconto website, we are committed to using software that supports accessibility
- We will continue to assess our programs/site/communication and customer service to identify and address/prevent any additional barriers that may come up

For more information on this accessibility plan and/or to provide feedback, please contact Bronwyn Gorsline at 613-375-6678 or bronwyn@campoconto.com

Accessible formats of this document are available for free upon request by contacting Bronwyn Gorsline at 613-375-6678 or bronwyn@campoconto.com