



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.campoonto.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.campoonto.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 905.470.2030, via mail to 49 Rosemead Close, Unionville, ON, L3R 3Z4, or via email to lisa@campoonto.com. All feedback will be directed to the camp director, Lisa Wilson. A response will be provided within 21 days. Complaints will be addressed according to our regular complaint management procedures.