



Grandview School Authority

Multi-Year Accessibility Plan

OBJECTIVES

Grandview School Authority has developed the Multi-Year Accessibility Plan in accordance with the integrated Accessibility Standard, Ontario Regulation 191/11 under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA).

This plan outlines the intentions of the Board to meet its obligations under the AODA and aligns with the Ontario Human Rights Code (“The Code”).

PURPOSE

Grandview School Authority Board is committed to providing services to our students, parents/guardians, staff, and the public that are free of barriers and biases.

COMMUNICATION OF THE PLAN

The Multi-Year Plan is posted on the school’s website at <https://grandviewkids.ca/grandview-school/> and is available in accessible formats upon request.

1.) CUSTOMER SERVICE

Grandview School Authority 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.

Current Successes

- Several accessibility policies are currently in place such as: Accessibility Planning, Use of Service Animals, and Client/Customer Service Policy.

Customer Service Yearly Overview

2024-2025	2025-2026	2026-2027	2027-2028
Establish an Accessibility Advisory Committee dedicated to fulfilling this Multi-Year Plan.	Develop an evaluation and monitoring strategy to measure the effectiveness of the Multi-Year Accessibility Plan and identify gaps and barriers.	Develop and review policies to achieve accessibility through meeting requirements under AODA's Integrated accessibility Standards Regulation (IASR).	Provide Training on the requirements of AODA's Integrated accessibility Standards Regulation (IASR).

2.) INFORMATION AND COMMUNICATIONS

Grandview School Authority is committed to making our information and communications accessible to people with disabilities. Grandview School Authority will, upon request, consult with the person requesting the information and provide or arrange for the provision of accessible formats and/or communication supports.

Current Successes

- Grandview School Authority has integrated the website with Grandview Children's Centre which conforms to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0, Level AA as of January 2024.
- Grandview School Authority reports any feedback on accessibility to Grandview Children's Centre as part of their Compliments, Concerns, and Complaint Management process.

Information and Communications Yearly Overview

2024-2025	2025-2026	2026-2027	2027-2028
Develop alternative formats and contact information for all public documents.	Develop and Implement key resources and training surrounding AODA's Integrated accessibility Standards Regulation (IASR)	Provide or procure accessible versions of digital and or multi-media resources.	Monitor internal/external public facing websites for AODA/WCAG compliance.

3.) EMPLOYMENT

Grandview School Authority is committed to fair and accessible employment practices. Grandview School Authority is an equal-opportunity employer and is committed to inclusive and accessible employment practices that attract and retain talented employees.

Current Successes

- As part of the recruitment process Grandview School Authority notifies all internal and external job applicants that, if requested, Grandview School will accommodate individuals with disabilities during recruitment, selection, and employment.

Employment Yearly Overview

2024-2025	2025-2026	2026-2027	2027-2028
Gather authentic and meaningful information on work environment for all employees.	Review interview tools and orientation materials for accessible and inclusive language.	Work with agencies and/or partners to engage underrepresented groups to apply to postings.	Develop procedure for documenting individual accommodation plans for employees with disabilities.

4.) TRANSPORTATION

Grandview School Authority is committed to accessible transportation services.

Current Successes

- Grandview School Authority currently works alongside side our Transportation Agency partners in order to ensure appropriate accommodations for student transportation.

Transportation Yearly Overview

2024-2025	2025-2026	2026-2027	2027-2028
Provide integrated accessible school transportation or alternative services.	Review Individual Transportation plan process.	Review procedures to enhance accessibility and inclusion.	Continue to monitor and evaluate procedures regarding student transportation.

5.) DESIGN OF PUBLIC SPACE

Grandview School Authority will continue to consult with Grandview Children's Centre in meeting accessibility laws when the Centre builds or makes major changes to public spaces. This commitment is ongoing and will be made a priority within the New Grandview Kids Centre Opening in 2024. Further updates may be required after the completion of this building.

Revisions to the Multi-Year Accessibility Plan

If, through public consultation, feedback and our own action and planning processes, we determine that the Multi-year Accessibility Plan needs revision, we will update it to reflect these insights. Revisions will be available on our website and will be provided in alternative formats on request.

We welcome your inquiries and feedback about accessibility and our efforts at meeting the requirements of the AODA and the IASR.

Please contact us by:

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