



CAMP MICAH ACCESSIBILITY POLICIES

(Approved by the Camp Micah Board June 15, 2023)

The Accessibility for Ontarians with Disabilities Act, 2005 (AODA) is an Ontario law mandating that organizations must follow standards to become more accessible to people with disabilities. The goal for the province is to be fully accessible by 2025. All levels of government, private sectors and non-profits must comply with this legislation.

This multi-year accessibility plan is to be updated every five years but reviewed or modified more frequently as needed. Any policies that do not respect and promote the principles of dignity, inclusion, and respect for people with disabilities will be modified or removed.

PURPOSE

The purpose of these policies is to outline the ways in which Camp Micah strives to achieve its accessibility goals and comply with Ontario law. This document outlines efforts to increase opportunities and access for people with disabilities.

MISSION AND COMMITMENT

Camp Micah envisions a world of justice, peace, and belonging for all. In its efforts to realize this vision, Camp Micah aims to provide a space where all people are welcomed, included, and able to participate fully. As such, Camp Micah is committed to an ongoing process of exploring solutions and options for increasing access and inclusion for people who live with a disability (or disabilities), including participants, staff and volunteers. Camp Micah aims to reduce and, where possible, remove barriers to accessibility by following this multi-year accessibility plan.

Due to the camp's terrain and some activities, we may not always be able to achieve full accessibility for all participants. We are open to conversation and are willing to explore

opportunities that will ensure safe, full, participation of all those interested, while acknowledging that we do not have the capacity to eliminate all barriers to accessibility.

Camp Micah is committed to meeting its current and ongoing obligations under the Ontario Human Rights Code respecting non-discrimination.

TRAINING

As part of the AODA standards, Camp Micah will provide training to all staff, board members, and volunteers on Ontario's accessibility laws relevant to their duties and to Camp Micah. This training helps to ensure that all members of the Camp Micah team promote inclusivity and behave in ways that support dignity and respect.

This training includes a review of:

- the purpose of the AODA and its requirements for the customer service standard;
- the expectations and requirements of staff, board members, and volunteers in promoting accessibility and inclusion for people with disabilities;
- how to interact and communicate with people with various disabilities, including people who require assistive devices, service animals, and/or a support person(s);
- what to do in the event that a person with a disability is experiencing difficulty in accessing Camp Micah services.

COMMUNICATION

Camp Micah commits to making information accessible when asked and will work alongside individuals to ensure we are communicating effectively.

Camp Micah strives to provide accessible formatting and communication. Should someone request an alternative format for accessing documentation and information, Camp Micah is happy to make accommodations and will work together to arrange for the provision of the document to be presented in the necessary accessible format, including large print, web access compliant with WCAG 2.0 where possible, phone communication, or print copies of otherwise digital information.

Camp Micah has set a goal of being fully compliant with WCAG 2.0 by 2025.

ACCESSIBILITY SUPPORTS

Camp Micah recognizes that people with disabilities may require a range of supports to ensure full participation and access. Camp Micah is committed to meeting, and where possible exceeding, the customer standards identified by the AODA. Camp Micah provides the following accessibility supports:

- Assistive Devices
 - Camp Micah is committed to serving those who use personal assistive devices when accessing Camp Micah services.
 - It is advised that any participant requiring the use of an assistive device should talk with the Camp Director or Registrar about the camp's terrain and related accessibility challenges.
 - Accessible washrooms and sleeping accommodations are available.
 - While we strive for full access on camp property, there are geographical limitations that may make certain areas hard or impossible to access in a wheelchair or other mobility devices. The topography is varied and served by a network of rough gravel paths and roads. A tour in advance hosted by a member of the Cedar Ridge staff might be possible.
- Service Animals
 - Participants or staff members requiring the assistance of a trained service animal are asked to identify this need at the time of registration and to speak with the Camp Director or Registrar in advance of attending camp so that we can address any needs associated with the presence of the service animal.
 - Camp Micah may ask for a letter from a regulated health professional confirming the animal is required due to a disability.
 - Persons using a service animal must ensure it is under control at all times and are responsible for the care of and any costs associated with the presence of their service animal.
 - Camp Micah staff members, board members and volunteers will be trained in how to interact with and support people with disabilities who are accompanied by a service animal.
- Support Persons
 - Persons with a disability who require the assistance of a support person are welcome to bring a support person with them to camp. Those requiring such assistance should identify this need to the Camp Director or Registrar at the time of registration so that we can understand and address any needs associated with the support person's role and presence.

- Support persons will be oriented to and are expected to follow all camp policies and safety protocols while accompanying a person with a disability at Camp Micah.
- Camp Micah's financial capacity varies from year to year. If needed, we may be able to subsidize a support person's room and board costs (the per diem rate we are charged for each person who attends the facility we use). Please speak to the Camp Director or Registrar about this option.
- Camp Micah staff members, board members and volunteers will be trained in how to interact with and support people with disabilities who are accompanied by a support person.
- Individualized Emergency Response Plans
 - Staff members and participants are encouraged to request an Individualized Emergency Response Plan as may be needed. Such plans will be developed in collaboration with the person making the request. Participants will be offered the option of developing an Individualized Emergency Response Plan at the point of registration. The Camp Director and Camp Nurse will be alert to the possibility of unidentified or emergent accessibility needs in the event of an emergency.
- Notices of Temporary Disruptions
 - Camp Micah staff will provide notice to participants and staff members with disabilities in the event that a facility or service they use will become (or has unexpectedly become) inaccessible to them. This notice will include information about the reason for the disruption, its expected duration and what alternatives may be available. This notice will be provided verbally when possible or needed, as well as written and posted in easily visible areas. As appropriate, Camp Micah staff members will collaborate with people with disabilities who have been affected by a service disruption to minimize the impact of the disruption.
- Feedback Processes
 - Camp Micah welcomes feedback and ongoing discussion with people who have disabilities with the goal of eliminating barriers, improving accessibility and enhancing the camp experience. Camp Micah encourages all participants, staff, volunteers, and board members to identify concerns or provide suggestions on how services can be modified to promote inclusivity and participation. Participant and staff evaluations will include questions about accessibility and experience of participation.
 - Camp Micah ensures that feedback processes are accessible to people with disabilities by providing accessible formats and/or supports as needed.

VOLUNTEERING

Camp Micah is staffed by volunteers. Camp Micah is committed to ensuring that all those who wish to volunteer with us are able to participate fully, regardless of ability. Those requiring accommodation are encouraged to speak to the Camp Director (if a member of the staff) or the Chair of the Board (if the Camp Director or Board Member). Accommodation plans will be developed collaboratively with the goal of removing barriers and supporting the full participation of the volunteer member.

Camp Micah is committed to the following organizational practices to help ensure equity of access:

- Prospective and current staff, board members and volunteers will be informed about policies that support accessibility and inclusion, including the right to request an accommodation or provide feedback as may be needed.
- Accommodation plans are kept confidential by the Camp Director (or Board Chair, as may be relevant) and provided to the volunteer member in a format that takes into account their disability. Accommodation plans may include reduced or altered hours, the use of accessible communication formats or other communication supports, and an individualized workplace emergency response plan.
- Accommodation plans will be reviewed on an annual basis (or as needed) by the volunteer member with the Camp Director (or Board Chair as may be relevant).
- Volunteer members will be informed when changes in program or policy may affect their accommodations.
- Our accessibility plan will be posted on our website.
- Job applications are welcome in various formats including online or hard copy, and an accessible means of interviewing will be available.