



FORT ERIE LIVE RACING CONSORTIUM

CHAPTER:	HEALTH & SAFETY POLICIES & PROCEDURES	LOCATION:	230 Catherine St., Fort Erie, Ontario, Canada
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APPROVED BY: **Tom Valiquette** SIGNATURE:

SHOULD ANY STATEMENT OF GENERAL POLICY OR APPLICATION THEREOF BE IN CONFLICT WITH ANY FEDERAL, PROVINCIAL OR LOCAL LAWS OR AGREEMENTS, SUCH LAWS OR AGREEMENTS MUST BE OBSERVED.

PURPOSE & SCOPE

This Policy provides a framework within which accessibility plans and initiatives are to be created in order to move the Fort Erie Race Track - FELRC towards the goal of building an inclusive community with a shared purpose. It is also the purpose of this Policy to provide the foundation to create an environment that provides the widest feasible scope of access, which is the right or opportunity to reach, use or participate within the FELRC, facilities and services.

This Policy applies to:

- Full time Employees,
- Part time employees,
- Applicants for employment with the FELRC, who may require employment accommodation through the recruitment, assessment, selection, and hiring process,
- Visitors and volunteers, and
- Contractors and subcontractors engaged by the FELRC.

To ensure that all staff and visitors have the resources they require while on Fort Erie Live Racing Consortium premises.

STATEMENT AND COMMITMENT

The FELRC is committed to accessibility as expressed in the *Accessibility for Ontarians with Disabilities Act* (hereinafter referred to as the AODA), which places a legal obligation on organizations to achieve accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodation, employment, buildings, structures and premises on or before January 1, 2025.

FELRC is committed to fostering, creating and maintaining a barrier-free environment for all individuals providing equal rights and opportunities, including:

- promoting a respectful attitude for persons with disabilities;
- promoting awareness of the needs and abilities of persons with disabilities;
- informing the FELRC race track community about the services available to persons with disabilities and seeking to ensure that such services are delivered in ways that promote equity; and

- providing support services, subject to certain limitations.

The FELRC recognizes that barriers to participation exist and that adjustments to policies and practices of the FELRC are required. This is accomplished through the prevention, identification and removal of barriers within the race tracks, structures and policies. It is understood that where this Policy refers to “barriers” it is referring to barriers such as a physical barrier, an architectural barrier, and information or communications barrier, an attitudinal barrier, a technological barrier, or a policy or practice.

The commitments in this Policy are intended to ensure that accessibility remains a priority in FELRC decision-making process and will serve to assist in ensuring that decisions are improving accessibility and not inadvertently creating barriers.

This applies to all Fort Erie Live Racing Consortium facilities.

PRINCIPLES / PROCEDURES

In order to meet the needs of persons with disabilities, the principles of approach are:

- Dignity - service is provided in a way that allows the individual to maintain self-respect and the respect of other persons.
- Independence - when a person is able to do things on their own without unnecessary help or interference from others.
- Integration - service is provided in a way that allows the individual to benefit from equivalent services, in the same place, and in the same or similar way as other individuals, unless an alternate measure is necessary to enable the individual to access goods or services.
- Equal Opportunity - service is provided to individuals in such a way that they have an opportunity to access goods or services equal to that given to others.
- Reasonable Efforts – taking approaches that meet the required needs of the individual.

Fort Erie Live Racing Consortium is committed to the provisions of goods and services to people with disabilities in a manner consistent with the principles of dignity, independence, integration and equal opportunity.

Furthermore, such goods and services will be provided in accordance with the spirit and intent of all applicable legislation including the AODA, the Ontario Human Rights Code, and Occupational Health and Safety Act and the Ontario Building Code Act.

ROLES & RESPONSIBILITIES

ACCESSIBILITY PLAN

The FELRC will work to improve accessibility by developing an Accessibility Plan that conforms to this Policy. The FELRC will also establish targets and goals related to improved accessibility and initiatives to achieve those targets. The FELRC Health and Safety Board will monitor and report regularly on the implementation of the Accessibility Plan and the progress of achievement of specific goals and objectives.

The FELRC will identify and implement training and education requirements or opportunities to increase the awareness of accessibility and remove attitudinal barriers.

It is the responsibility of the Health and Safety coordinator to ensure the following health & safety material will be posted and /or be available in the workplace. It must be kept current.

The Joint Health & Safety Committee members conducting the monthly inspections will ensure that all reports on the HS Board are updated and posted.

COMMUNICATION / INFORMATION

Training:

FELRC will provide training to:

1. All its employees, volunteers, agents, contractors and others who could reasonably be expected to interact with the public and third parties on behalf of FELRC.
2. All those who are involved in the development, approval, monitoring or implementation of FELRC customer service policies, practices and procedures about the provision of goods and services to the public and / or third parties

This Training will be provided within a minimal amount of time from when the individual commences performing duties for the FELRC. Additional training will be also provided within a minimal amount of time with any revisions made to the policy and or related policies or procedures.

Training will include the following:

- a) A review of the purposes of the AODA and the requirements of its customers service standards.
- b) How to interact and communicate with persons with various types of disability.
- c) How to interact with persons with disabilities who use an assistive device or require the assistance of a guide dog or other service animals or the assistance of a support person.
- d) How to use equipment or devices available on the FELRC's premises that may help with the provision of goods and services to a person with a disability.

e) What to do if a person with a particular type of disability is having difficulty accessing the provider's goods and services.

- Health & Safety Bulletin Board
- Health and Safety Manual

EVALUATION

Evaluation of this procedure and the hazard report form will be done on an annual basis. The Customers will be able to give suggestion and or feedback via a questionnaire.

FORMS

Minutes of the Joint Health & Safety Committee

HS Representative Recommendations to Management

Management Response to Worker Health & Safety Representative Recommendations