

ACCESSIBILITY POLICY

1. Purpose:

Madison Community Services is committed to providing an inclusive and accessible environment for all individuals, including employees, clients, volunteers, and visitors. This Accessibility Policy ensures compliance with the Accessibility for Ontarians with Disabilities Act (AODA) and other relevant accessibility laws and best practices, promoting equal access to services, employment, and participation in all aspects of the organization.

2. Scope:

This policy applies to all Madison Community Services locations, programs, services, digital platforms, and communications. It is designed to eliminate barriers and ensure full participation for individuals with disabilities.

3. Commitments:

a. Physical Accessibility

- Ensure that all office spaces, facilities, and service locations are accessible to individuals with mobility impairments.
- Provide accessible entrances, pathways, and restroom facilities in accordance with building accessibility standards.
- Regularly assess and improve physical infrastructure to remove barriers.

b. Digital and Communication Accessibility

- Ensure that websites, online services, and digital content comply with Web Content Accessibility Guidelines (WCAG) standards.
- Offer alternative formats for printed materials, including large print, braille, and electronic formats upon request.
- Provide interpretation and assistive technologies, such as captioning and screen readers, to facilitate communication.

c. Program and Service Accessibility

- Design services and programs to accommodate diverse accessibility needs.
- Offer alternative service delivery methods, including virtual or remote options, for individuals who face barriers to in-person participation.
- Train staff and volunteers on accessibility best practices and disability awareness.

d. Employment Accessibility

- Ensure hiring and employment practices accommodate individuals with disabilities.
- Provide workplace adjustments and reasonable accommodations to support employees with disabilities.
- Foster an inclusive work culture that values diversity and accessibility.

4. Implementation Strategies:

- Madison Senior Management oversee and support policy implementation.
- Conduct regular accessibility audits to identify and address barriers.
- Develop and maintain a feedback mechanism for individuals to report accessibility challenges and request accommodations.
- Partner with disability advocacy organizations to enhance accessibility initiatives.

5. Accountability & Reporting:

- All employees, volunteers, and stakeholders are responsible for upholding accessibility principles.
- Leadership is accountable for integrating accessibility into organizational policies, procedures, and decision-making.
- An annual accessibility report will be published to track progress, challenges, and future improvements.

6. Review & Continuous Improvement:

This policy will be reviewed annually to ensure its effectiveness and compliance with evolving accessibility standards and regulations. Necessary updates will be made based on feedback and best practices.

7. Conclusion:

Madison Community Services is dedicated to fostering an inclusive and barrier-free environment. By prioritizing accessibility, we ensure that all individuals have equal opportunities to participate, contribute, and receive support.