



3. PARAMETERS
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- 3.14 The Board shall take into account the accessibility needs of its employees with disabilities as well as individual accommodation plans, when providing career development and advancement information and/or opportunities to its employees.
- 3.15 The Board shall take into account the accessibility needs of its employees with disabilities, as well as individual accommodation plans, when redeploying employees.
- 3.16 Diversity, Equity and Human Rights
 - 3.16.1 Hiring practices shall promote human rights and equity in order to achieve a diverse and representative workforce.
 - 3.16.2 Policies and practices shall recognize the value of maintaining a workforce that is inclusive and reflective of the communities served and shall advance equity, diversity and inclusion throughout the organization. This will include continuous review and monitoring of each stage of the hiring process to ensure that no stage creates any systemic barriers for candidates of under-represented backgrounds; and
 - 3.16.3 Provide accommodation requested by applicants, based on any protected grounds under the Ontario Human Rights Code, to support their ability to
 - 3.16.4 Preserve our Separate School Rights in accordance with section 19 (1) of the

construed to adversely affect any right or privilege respecting separate schools enjoyed by separate school boards or their supporters under the Constitution Act, 1867 and the Education Act. R.S.O. 1990, c. H.19, s. 19 (1).

4. RESPONSIBILITIES

4.1 Director of Education

- 4.1.1 To oversee compliance to the Accessibility Standards for Employment policy and relevant processes and procedures.


4.2 Senior Team

- 4.2.1 To support the implementation and compliance with policies and related guidelines and procedures.
- 4.2.2 To implement components of the *Accessibility for Ontarians with Disabilities Act* in conjunction with associated departments.
- 4.2.3 To complete the required training.
- 4.2.4 To receive and respond to requests for accommodation from individuals and,

Employee Health and Safety Services, to determine the most appropriate accommodations.
- 4.2.5 To contact their immediate Supervisor, in addition to the Superintendent of Human Resources and International Education, should they have an employee who requires an accommodation in the workplace.

4.3 Superintendent of Human Resources and International Education

- 4.3.1 Standards.
- 4.3.2 To monitor the implementation of *Accessibility for Ontarians with Disabilities Act (AODA)* legislative training.
- 4.3.3 To maintain a central file of all employees who require an accommodation plan and/or an employee workplace emergency response plan.
- 4.3.4 To ensure that employee requests for accommodation(s) are reviewed in



accordance with relevant legislation and in collaboration with the Manager of Employee Health the Safety Services.

4.3.5 To ensure that the provisions of this policy are incorporated into practices for

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