



Community Hebrew Academy of Toronto | האקדמיה העברית ע"ש טננבאום

## Accessibility Plan 2023-2028

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Statement:	Accessibility Plan
This statement was approved:	November 2023
This statement will be reviewed:	December 2028
Department responsibility:	Human Resources

## Introduction

TanenbaumCHAT is committed to have an inclusive environment for all staff, students, parents and visitors irrespective of their physical, mental, social or emotional needs.

The Ontario Human Rights Commission, section 10, say “disability” means:

- (a) any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,
- (b) a condition of mental impairment or a developmental disability,
- (c) a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,
- (d) a mental disorder, or
- (e) an injury or disability for which benefits were claimed or received under the insurance plan established under the *Workplace Safety and Insurance Act, 1997*; (“handicap”)

Our Accessibility Plan will show how we’ve made progress and will continue to make progress on improving specific areas and staff training to better accommodate any sort of disability in timely manner.

## Past Achievements to Remove and Prevent Barriers

In the course of the last few years, we have initiated several changes to better accommodate persons with disabilities.

- Room signs were changed to include braille and large font
- When built a new wing, width of hallways was made wider
- Door knobs were changed to be disabled friendly
- Updated our company website
- Cultivated our remediation program to assist with all types of learning and/or physical disabilities
- Had a full staff training on AODA and the Human Code as recently as November/December

# Accessibility Map

The plan of the school below, shows accessible areas.

## TanenbaumCHAT Campus — First Floor



## TanenbaumCHAT Campus — Second Floor



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 tanenbaumchat.org

## Accessibility Plan – Physical Building Improvements

#	Question	Recommendation	Priority	Date to be Completed	Who is Responsible:
1	Hallways	Keep hallways clear of obstructions	High	Ongoing	Operations / Maintenance
2	Doors	Ensure all handles are disable friendly	High	Completed	Operations / Finance
3	Exterior Paths of Travel	In case of emergency, we will notify of closure, post signs and detour to main doors	Medium	Ongoing	Operations / Maintenance

## Accessibility Plan – Informational/Communication Improvements

#	Question	Recommendation	Priority	Date to be Completed	Who is Responsible:
1	Website	Make website accessible to hearing impaired	Medium	Completed	Advancement
2	Staff Training	Train staff of new AODA laws	High	Ongoing	HR
3	Availability of written material in alternative formats when requested	Be able to provide communications in various formats: HTML or Word, Braille, Audio, Large print and text transcript of visual and audio info	Medium	Ongoing	IT
4	Communicate accessibility policy changes	Post it on Edsby and our website and the newsletter and notify Staff where it can be found	High	Ongoing	HR
5	Invite Feedback	Allow for various venues to allow for feedback on accessibility concerns	High	Ongoing	Administration
6	Notify recruitments and the public of availability for accessibility	Add a line in our careers section in our website stating the following: “TanenbaumCHAT welcomes applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.”	High	Ongoing	Administration / HR
7	Individualized Emergency Response Information	Work with staff on a needs basis to create and implement an emergency response plan	High	Ongoing	Administration
8	Individual Accommodation Plan Process	Create a policy and procedure for all accommodation plans and have record of each implemented plan	High	Ongoing	Administration