

Multi-Year Accessibility Plan

Camp Kodiak has developed and maintains a Multi-Year Accessibility Plan outlining the strategies that improve opportunities for persons with disabilities, and prevents and removes barriers.

The Multi-Year Accessibility Plan will be reviewed and updated by our Leadership Team at least once every 5 years and is posted on our website. Upon request, Camp Kodiak will provide a copy of the Accessibility Plan in an accessible format.

2012

- Reviewed and updated emergency and safety information, and developed a process for responding to requests for supports
- Develop individual plans to help employees who have disabilities during an emergency

2014

- Created and revised policies and procedures to meet each standard
- Created a Multi-Year Accessibility Plan - to be updated every 5 years (or sooner)
- Completed and submitted AODA Accessibility Compliance Report

2015

- Pre-camp staff training includes AODA Integrated Accessibility Standards and Human Rights Code as it pertains to people with disabilities (now occurs annually)
- Made feedback processes for staff, families and public (e.g. surveys) more accessible, and provided them in accessible format when requested

2016

- Ensured information about our camp's program and facilities were accessible and available in an alternate format if requested
- Included details to inform employees, potential hires and the public that accommodations can be made during recruitment, assessment and selection processes for people who have disabilities
- Provided staff with access to policies pertaining to accommodating employees with disabilities

- Disabilities of staff members are considered when providing performance reviews and feedback

2017

- Completed and submitted AODA Accessibility Compliance Report

2018

- Updated website, including implementing tools to allow accessibility for users with disabilities

2019

- Reviewed and Updated our Multi-Year Accessibility Plan.

2020

- Reviewed website accessibility and made necessary changes

2021

- Completed and submitted AODA Accessibility Compliance Report
- Continue to review policies and procedures to identify and remove additional barriers

2022

- Continue to review policies and procedures to identify and remove additional barriers

2023

- Complete and submit AODA Accessibility Compliance Report

Camp Kodiak is committed to meeting the accessibility needs of persons with disabilities in a timely manner and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements.

We strive to maintain and promote a community where people with disabilities are treated with respect. We welcome feedback on our accessibility policies.

For more information on this accessibility plan and/or to provide feedback, please contact Ilana Stoch at (905)569-7595 or info@campkodiak.com.

Accessible formats of this document are available upon request by contacting Ilana Stoch at (905)569-7595 or info@campkodiak.com.