



Multi-Year Accessibility Plan

Message from the Directorial Team

Camp Kodiak is an overnight summer camp for children and teens with and without a diagnosis of learning disabilities, ADHD and autism spectrum disorder. For many years, campers whose profile included at least one of these diagnoses were not able to experience a traditional overnight summer camp successfully. Camp Kodiak's program is designed specifically to meet the social, emotional and learning needs of campers with these profiles, allowing our campers to experience a summer of fun, friends and success!

Camp Kodiak was one of the first overnight summer camps to address the unique needs of these campers and we are honoured to be a part of the camping history of thousands of campers since we started. Families of current and former campers continue to reach out to us to express their joy in the transformation their camper has undergone, and as a result, the positive ripple effects on their family.

We continue to look to the future to determine how best to serve our wonderful community of campers, staff and families.

Introduction

Camp Kodiak is committed to working towards full compliance with current standards of the Integrated Accessibility Standards Regulation (IASR) Policy, Regulation 191/11, under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA). In doing so, we affirm our commitment to providing quality services in a manner that respects the dignity and independence of persons with disabilities.

Camp Kodiak strives to meet the needs of its employees and customers with disabilities and is working hard to remove and prevent barriers to accessibility. We are committed to fulfilling our requirements under the Accessibility for Ontarians with Disabilities Act, 2005. This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities. Our plan shows how we will play our role in making Ontario an accessible province for all Ontarians.

The plan is reviewed and updated at least once every 5 years.

Section 1: Past Achievements to Remove and Prevent Barriers

This document includes a summary of the accessibility initiatives Camp Kodiak has completed.

Customer Service & Training

- Provided staff training, and continue to do so, on requirements related to the aspects of the Human Rights Code that relate to accessibility.
- Provided staff training, and continue to do so, on the Customer Service Standards as detailed in Camp Kodiak's Accessibility Policy.

Information and Communication

- Reviewed with our website developers to ensure that all new internet websites and web content on our website conformed to WCAG 2.0 Level A.
- Added captions to the video content on our website.
- Reviewed and updated our emergency and public safety information so that it is accessible to the public.
- Developed a process for responding to requests for support.
- Reviewed, revised and created policies and procedures for each standard (which included developing a statement of commitment, assessing our current accessibility policies, and identifying and addressing any gaps and updating any policies accordingly).
- Provide direct support to parents who have reading and/or writing reading disabilities on the phone to assist them in completing required forms and documents.

Employment

- Established systems that notify new hires and staff of policies for accommodating employees with disabilities.
- Reviewed and refined our process to develop individual accommodation plans for employees with a disability.
- Developed individual plans to help employees who have disabilities during an emergency.
- Taking into account the needs of employees with disabilities when conducting employee reviews and assessments to help them achieve success in their role.

Additional Policies and Actions

- Created a Multi-Year Accessibility Plan which is to be updated at least every 3 years.
- Prior to revising this multi-year plan, we reviewed all aspects of Camp Kodiak's accessibility plans, and ensured that we addressed all potential barriers.
- We continue to identify strategies to prevent and remove additional barriers in our camp setting/programming.
- Completed and submitted AODA Accessibility Compliance Reports. These have been compiled into a binder and are located in the office up at Camp Kodiak (the location where campers and their families are present) so that they are accessible to the public.

Section 2: Strategies and Actions Moving Forward

Customer Service

Camp Kodiak is committed to providing accessible customer service to people with disabilities. This means that we will provide services and facilities to people with disabilities with the same high quality and timeliness as others.

Information and Communications

Camp Kodiak is committed to making our information and communications accessible to people with disabilities.

Employment

Camp Kodiak is committed to fair and accessible employment practices. We share job postings on a variety of different websites to capture a diverse group of applicants.

Our application process allows for candidates with a disability to self-identify and ask for accommodation wherever and whenever necessary. Where an employee with a disability requests it, Camp Kodiak will consult with the employee to provide accessible formats and communication support for: information that is needed to perform the employee's job and information that is generally available to all of our employees.

Training

Camp Kodiak is committed to providing training in the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities. Our staff training and staff manual include modules and workshops to educate all staff on how to serve customers with disabilities.

Design of Public Spaces

Camp Kodiak will meet accessibility laws when building or making major changes to public spaces where possible. Camp Kodiak will put procedures in place to prevent service disruptions to the accessible parts of our public spaces. We try to do all our major construction projects during the months when the property is closed for programming to minimize any impact to customers and employees with disabilities.

Additional Policies and Actions

We are committed to ensuring that we review and update our Multi-Year Accessibility Plan at least every 3 years. We will continue to assess our programs/site/communication and customer service to identify and address/prevent any additional barriers that may arise.

For More Information

For more information about Camp Kodiak's accessibility policies or plan, please contact Ilana Stoch at (905)569-7595 or info@campkodiak.com.

Our accessibility plan is publicly posted at www.campkodiak.com

Standard and accessible formats of this document are free on request from (905)569-7595 or info@campkodiak.com.