



PACIFICSPORT FRASER VALLEY (“PSFV”) ACCESSIBILITY AND INCLUSION POLICY

PURPOSE

1. PSFV is committed to accessible and inclusive programs and services to ensure people with disabilities are treated with respect and have equitable access and opportunity to participate in engagement activities, able to access information, and use PSFV programs and services. The purpose of the *Accessibility and Inclusion Policy* is to provide guidance to PSFV staff in planning, designing, and improving existing programs and services to identify and address systemic barriers. The removal of systemic barriers is integral to PSFV’s goal of building an inclusive society with accessible services and programs that contribute to community life in a way that respects the dignity and independence of people with disabilities

APPLICATION

2. This policy applies to all PSFV employees.

DEFINITIONS

3. Terms have the following definitions in this Policy:
 - a) **Accessibility** – describes the degree of ease that something (e.g., a device, service, place) can be used and enjoyed by persons with a disability. Accessibility requires conscious planning, design and/or effort to ensure barriers are removed, and the environment is highly usable and practical for the general population.
 - b) **Accommodation** – refers to the changes or modifications made to a system (e.g., a policy or practice) to meet the needs of a specific individual or group. Accommodations can be options to overcome any type of barriers within an existing system.
 - c) **Barrier** – is anything that prevents a person with a disability from fully participating in all aspects of society because of the individuals’ disability. Barriers may include physical, architectural, and attitudinal barriers as well as information or communications barriers, technological barriers, or a policy, procedure, or practice.
 - d) **Disability** – a physical, mental, intellectual, learning, communication, or sensory impairment—or a function limitation— whether permanent, temporary, or episodic in nature, that, in interaction with a barrier, hinders a person’s full and equal participation in society.
 - e) **Equity** – means treating everyone fairly by acknowledging their unique situation and addressing systemic barriers. The aim of equity is to ensure that everyone has access to equal benefits and outcomes
 - f) **Inclusion** – to embrace all people irrespective of race, gender, disability, religion, ethnic background, origin, medical, or other needs. It is about giving equal access and opportunities and getting rid of discrimination and intolerance (removal of barriers).

POLICY STATEMENT

4. PSFV is committed to providing an accessible environment in which people with disabilities can access PSFV’s services, and facilities, including all buildings, public spaces, information, and communications, in a manner that meets their individual needs.





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5. PSFV is committed to the identification, removal, and prevention of accessibility barriers, including attitudinal, systemic, information, communications, and technology, and built environment and physical barriers.
 6. PSFV values contributions from the community and recognizes that diversity and inclusion builds our community through social cohesion.
 7. PSFV recognizes the knowledge and perspectives of people with lived experience.
 8. PSFV will ensure that all staff are aware of their roles in influencing accessibility for people with disabilities and accept their responsibility to support positive community attitudes.
 9. PSFV will ensure people with disabilities have access to employment opportunities within the organization and employment policies and practices that facilitate reasonable accommodation for qualified applicants and current employees

PROCEDURES AND GUIDELINES

10. The following procedures and guidelines provide direction to staff in implementing this policy
 - a) PSFV will coordinate annual reporting on progress and challenges in implementing Accessibility Framework
 - b) PSFV's planning will incorporate equity considerations as long-term investments to support accessibility and inclusion.
 - c) Requests for accommodation will be addressed by staff either through reasonable mitigation measures and/or long-term systemic change measures in policy, design, and investment.
 - d) Annual service planning by all PSFV departments will include the priorities and initiatives adopted for the Accessibility and Inclusion Plan pending availability of financial resources

