

**Policy Name:** Accessibility Policy  
**Version Date:** July 30, 2024  
**Ratification Date:** August 19, 2024  
**Review Date:** July 2027



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## ACCESSIBILITY POLICY

### PURPOSE

The purpose of this policy is to clearly identify that we are committed to treating all participants equitably and respectfully. We will continue to improve accessibility for all persons with disabilities to allow for participation, skill development, and performance excellence.

### POLICY

The policy of the Northern Ontario Curling Association is to ensure equal sport access and participation for persons with disabilities. The Northern Ontario Curling Association will meet the accessibility requirements as stated in the *Accessibility for Ontarians with Disabilities Act* and Ontario's accessibility laws.

### AREAS OF FOCUS

#### Information and Communication

We will communicate with persons with disabilities in a manner that takes into account their abilities. When asked, we will provide information in accessible formats or with communication support. We will endeavor to provide information about our programs and services, including public safety in accessible forms.

We will meet internationally-recognized *Web Content Accessibility Guidelines* (WCAG) 2.1 Level AA website requirements in accordance with Ontario's accessibility laws.

We will ensure all NOCA policies promote accessibility for all.

#### Employment

Employees, potential hires, and the public will be notified that accommodations can be made during recruitment and hiring. All staff will be notified that supports are available for persons with disabilities. We will establish a process to develop individual accommodation plans and customized emergency information for employees when required.

#### Training

We will train our employees and volunteers on the Ontario accessibility laws as they relate to specific roles.

### **Assistive Devices**

The Northern Ontario Curling Association is committed to providing access to our services for all customers and will seek to remove obstacles faced by individuals with disabilities at our permanent office by allowing for customer use of various assistive devices.

### **Service Animals**

We welcome people with disabilities and their service animals.

### **Support Persons**

A person with a disability who is accompanied by a support person will be allowed to have that person accompany them on our premises.

### **RESOURCES**

*Accessibility for Ontarians with Disabilities Act*

<https://www.ontario.ca/laws/statute/05a11>

*Web Content Accessibility Guidelines (WCAG) 2.1* <https://www.w3.org/TR/WCAG21/>