

ACCESSIBILITY POLICY

Propeller Dance is committed to complying with the legislation within the *Accessibility for Ontarians with Disabilities Act (AODA)* implemented in 2005. There are five subsections that each has its own timelines of compliance, and all five areas of accessibility need to be addressed and stabilized by 2025.

The Five subsections are:

1. Customer Service
2. Information and Communications
3. Employment
4. Built Environment
5. Transportation (Sector Specific)

Assistive devices

Propeller Dance staff, volunteers, and third- party contractors shall accommodate the use of personal assistive devices such as scooters, walkers etc.

Service Animals

Propeller Dance shall accommodate the use of service animals by staff, volunteers, third party contractors, and all who are accessing Propeller Dance services unless the animal is otherwise excluded by law.

Support persons

When a person with a disability is a staff, volunteer, third party contractor, or person accessing Propeller Dance services is accompanied by a support person, Propeller Dance shall ensure that both persons are permitted to enter the premises of activity or work together, and shall ensure that the person with a disability can access the support person.

Communication

When communicating with a person with a disability, all employees, contractors, volunteers shall communicate in a manner that is appropriate and respectful.