

John Knox Christian School
Accessibility Plan
2023-2026



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Section 1: Introduction

About Our School Community

John Knox Christian School (JKCS) is located in two districts, Burnaby and New Westminster. JKCS is an independent school that serves approximately 750 students from kindergarten to grade 12 across two campuses.

JKCS offers many programs and options for students including; a middle school model for students in grades 7-8; Spanish, French, and Mandarin languages; an educational support services program (ESS) that is integral to both elementary and secondary; Structure of Intellect Program (SOI) at the elementary; and Applied Design and Skills Technology among many others. Additionally, our school has a robust music program with choirs, acapella groups, strings ensembles and band grades 6-12. We also have a strong athletics program and compete in several leagues both independent and public in sports such as soccer, volleyball, basketball, badminton and ultimate. JKCS regularly hosts athletic competitions and tournaments at both campuses. JKCS also has a strong art program with many different media and themes in addition to an operating kiln. JKCS holds annual art and music presentations for students to demonstrate their love and learning of the arts.

Our leadership team includes a Superintendent overseeing both campuses, two Principals (an elementary and a secondary), Vice Principals at both campuses, 75 teaching staff, and 59 support/non-teaching staff.

JKCS elects a Board of trustees who support the vision and mission of the association. Board meetings occur monthly on every fourth Monday. The JKCS Annual General Meeting is held in November.

A Message from the Board/Administrator

At John Knox Christian School, we are committed to providing a learning and working environment that supports all students and staff and provides equitable opportunities to support our diverse community. A key element to supporting our community is the development of a Three-Year Accessibility Plan. This plan identifies system needs, priorities, and action plans, and draws on feedback from our school community and the work of the Accessibility Committee to enhance equity of access to programming and our facilities.

Our Accessibility Committee is a diverse and multi-disciplinary team that meets regularly to affirm our commitment to identify priorities and develop and monitor action plans highlighted in the Three-Year Accessibility Plan. The plan identifies measurable actions across the pillars of the Accessibility Act, supporting equal opportunity for persons with disabilities by identifying, removing, and preventing barriers to access.

We recognize the importance of accessibility not only for those with disabilities, but also for the benefit of the entire community. We are committed to advancing the efforts of the Accessibility Committee to improve equity and ease of access to services, as well as access to our facilities. Through the actions in this Three-Year Accessibility Plan, we commit to continuous improvements in developing an environment that supports all students, staff and the larger school community.

Territorial Acknowledgement

John Knox Christian School is grateful to be on the shared, unceded territory of the Squamish, Qayqayt, and Henqemenim People. We respect and commit to a deep consideration of their history, culture, stewardship, and voice.

Definitions

Accessibility: The state of having programs, services and environments that allow all individuals to participate fully in society without encountering barriers.

Accessibility Committee: An official group formed by one or more organizations in collaboration with people with disabilities, to create an accessibility plan and feedback mechanism.

Accessibility Plan: A plan developed by an Accessibility Committee that identifies challenges and solutions for addressing accessibility barriers.

Barrier: Anything that prevents a person with a disability from fully participating in all aspects of society because of their disability. This includes architectural, attitudinal, information, communications, policy or practice, and technological barriers. Types of barriers:

- 1. Architectural Barrier:** A barrier resulting from building design, the area adjacent to the building, shape of rooms, the size of doorways, and so on.
- 2. Attitudinal Barrier:** A barrier that arises from the attitudes of staff, students and the school community, including discriminatory behaviours and a lack of disability awareness.
- 3. Communication Barrier:** A barrier that arises from difficulties receiving information in person, by telephone or online, interacting with teachers, peers, receptionists or other staff, and receiving training.
- 4. Information Barrier:** A barrier that arises from inadequate or incomprehensible signage, difficulties reading brochures, forms, manuals, websites, fax transmissions, equipment labels, computer screens, and so on.
- 5. Policy or Practice Barrier:** Rules, regulations and protocols that prevent a person from performing their job satisfactorily or participating in society. Policy, practice, and procedures that prevent a student from accessing the curriculum and fully participating in the school community.
- 6. Technological Barrier:** Barriers resulting from computers, photocopiers, fax machines, telephones and switches, including the lack of assistive technologies.

Disability: The state of being unable to participate fully and equally in society as a result of the interaction between an impairment and a barrier. ([For more information about disability and types of disability and support, refer to Appendix A: Disabilities.](#))

Impairment: A physical, sensory, mental, intellectual, cognitive limitation, whether permanent, temporary or episodic.

Section 2: Framework Guiding Our Work

The John Knox Christian School accessibility plan builds on global, national, provincial and JKCS specific actions to promote and support accessibility.

Global Context – United Nations

In recent years, there has been an emphasis on increasing diversity, equity and inclusion within the workplace and within the larger community. The United Nations has been instrumental in leading the importance of disability as a global health issue. In 2006, the United Nations led efforts to adopt the Convention on the Rights of Persons with Disabilities (CRPD). In 2010, Canada ratified the CRPD and described the CRPD as follows:

“The Convention on the Rights of Persons with Disabilities is an international human right treaty aimed at protecting the rights and dignity of persons with disabilities without discrimination and on an equal basis with others. Parties to the Convention of the rights of Persons with Disabilities are required to promote and ensure the full enjoyment of human rights of persons with disabilities including full equality under the law.”

Canadian Context and Legislation – Canadian Charter of Rights and Freedoms

Canada-wide, around one in five people had some form of disability in 2017. Nationally, Canadian accessibility legislation started in 1985 where disability was included in the Canadian Charter of Rights and Freedoms and in 1986, Persons with Disabilities (PWDs) were included in the new federal Employment Equity Act. The Accessible Canada Act (ACA) came into force in 2019, with the overarching goal to realize a barrier-free Canada by 2040. This act applies to federally regulated entities. The ACA has seven focus areas, and was developed based on the following guiding principles:

1. All persons must be treated with dignity regardless of their disabilities.
2. All persons must have the same opportunity to make for themselves the lives that they are able and wish to have regardless of their disabilities.
3. All persons must have barrier-free access to full and equal participation in society,

regardless of their disabilities.

4. All persons must have meaningful options and be free to make their own choices, with support if they desire, regardless of their disabilities.
5. Laws, policies, programs, services and structures must take into account the disabilities of persons, the different ways that persons interact with their environments and the multiple and intersecting forms of marginalization and discrimination faced by persons.
6. PWDs must be involved in the development and design of laws, policies, programs, services and structures.
7. The development and revision of accessibility standards and the making of regulations must be done with the objective of achieving the highest level of accessibility for PWDs.

B.C. Context and Legislation - Accessible B.C. Act

The Accessible British Columbia Act, enacted in June 2021, and initially the accessibility planning requirements only applied to provincial government organizations.

The Accessible British Columbia Regulation, under the Accessible British Columbia Act, came into force on September 1, 2022. These regulations identify schools as accessible organizations, and school districts and independent schools will be required to have an Accessibility Committee, an Accessibility Plan, and a tool to receive feedback on accessibility by September 1, 2023.

The goal of the act is to improve opportunities for people with disabilities and involve them in identifying, removing, and preventing barriers to their full participation in the life of the province.

Principles in the Accessible B.C. Act:

The Accessible B.C. Act includes a list of principles that must be considered as organizations develop an accessibility plan. The Definitions are adapted from the foundational document [BC Framework for Accessibility Legislation](#).

- 1. Adaptability:** Accessibility plans should reflect that disability and accessibility are evolving concepts that change as services, technology, and attitudes change.
- 2. Collaboration:** Promoting accessible communities is a shared responsibility and everyone has a role to play. Accessibility plans should create opportunities for Organizations and communities to work together to promote access and inclusion.
- 3. Diversity:** Every person is unique. People with disabilities are individuals with varied backgrounds. Individual characteristics including race, gender, sexual orientation, religion, and lived experience greatly inform the experiences of individuals. Accessibility plans should acknowledge the principle of intersectionality and the diversity within the disability community.
- 4. Inclusion:** All British Columbians, including persons with disabilities, should be able to participate fully and equally in their communities.
- 5. Self-Determination:** Accessibility plans should seek to empower people with disabilities to make their own choices and pursue the lives they wish to live.
- 6. Universal Design:** The Centre for Excellence in Universal Design defines Universal Design as “the design and composition of an environment so that it can be accessed, understood, and used to the greatest extent possible by all people regardless of their age, size, ability or disability.” An accessibility plan should be designed to meet the needs of all people who interact with the Organization.

Our Commitment to Accessibility:

Accessibility refers to the degree of ease with which people with disabilities can use and enjoy something such as a device, service, or place. At JKCS, we are committed to providing an environment that is accessible and practical for all members of our diverse community. We recognize the importance of conscious planning, design, and effort in ensuring that barriers are removed and accessibility is increased.

Our school is committed to working collaboratively with the community to provide equitable treatment to people with disabilities in a way that respects their dignity. To achieve this goal, we have outlined the following commitments:

- Engage with staff, community members and people with disabilities in the development and review of its accessibility plan.
- Ensure that our school board policies and procedures align with the principles of accessibility.
- Improve access to facilities, policies, programs, practices, and services for students, staff, parents/guardians, volunteers and community members.
- Continually improve accessibility for people with disabilities in our school community.

Our Approach:

At JKCS, we believe that all members of our community have the right to be treated with dignity, given an opportunity to participate, and be provided with access to learning and community. Our approach is grounded in the core provincial principles of accessibility, including adaptability, collaboration, diversity, inclusion, self-determination and universal design.

In April 2023, we began the process of establishing an accessibility committee and identifying barriers to accessibility in our school community. This process involved:

- Inviting members to join the Accessibility Committee
- Assessing the current physical and architectural accessibility of our school.
- Opening an online feedback form to understand possible barriers experienced within our school community
- Holding key discussions to identify barriers to accessibility
- Prioritization of actions to be taken
- Establishing a monitoring and evaluation process

Our approach is designed to recognize the gaps and opportunities to improve accessibility in our school community. By engaging in thoughtful planning, meaningful engagement, training, and direct action, we aim to deliver lasting accessibility improvements for all members of our community.

Section 3: The Accessibility Committee

Purpose of the Accessibility Committee

Under the Accessible B.C. Act, organizations must establish an Accessibility Committee to assist with identifying and preventing barriers to individuals in or interacting with the organization. The purpose of the accessibility committee is to work collaboratively to assess and improve community accessibility, focusing on the experiences of individuals with disabilities while encompassing the whole community. The Accessibility Committee also advises the school Administrator/Board on strategies to reduce social, physical, sensory and other barriers that prevent people from fully participating in all aspects of school community life.

Recruitment to the Accessibility Committee

Under the Accessible B.C. Act, the selection of accessibility committee members must, to the extent possible, align with the following goals:

- At least half the members are persons with disabilities (PWD), or individuals who support or are from organizations that support PWDs;
- At least one member is an Indigenous person; and
- Members reflect the diversity of persons in B.C.

JKCS will make all reasonable efforts to ensure a broad diversity of individuals on this committee representing the diversity of this community and prioritizing members with barriers, disabilities, and historically marginalized and underrepresented groups. A callout for members for the Accessibility Committee was conducted in August 2023 to recruit a diverse representation as outlined above. The Accessibility Committee was formally constituted in September 2023. Current members of the Accessibility Coordinating Committee are listed below.

Accessibility Committee Membership

Committee Member	Position/Representation
David Ward	Superintendent
Kelly Blackmore	Instructional Lead and Teacher
Lindsay Tafazzoli	Educational Support Services Coordinator (K-6)
Trish Joyce	Educational Support Services Coordinator (7-12)
Jacob Rodgers	Principal (K-6)
Adam Wasik	Principal (7-12)
Phyllis Schouten	Parent
Alicia Ataiza	Learning Assistance Teacher
Joyce Kwan	Teacher/Parent

Section 4: Consultation Conducted

Barrier-identification Methodologies

The Accessibility Committee used the following barrier-identification methods:

Methodology	Description	Status
Audit of policies and practices	A review of current policies and practices that promote accessibility and inclusion was conducted by key staff members.	June 2023
School Physical Accessibility Audit	An Assessment of School Physical Accessibility was developed. An audit team was identified, and they conducted the School Physical Accessibility Audit.	August 2023
Accessibility Feedback Tool	A feedback tool was developed and posted to the school website. Information about the tool was shared with school stakeholders (i.e., students, staff, outside professionals and parents/guardians).	October 2023
Accessibility Committee	The Accessible Committee reviewed the input and feedback from the survey, assessment, and feedback tool. The Committee collaborated to suggest priority areas to target in the Accessibility Plan. This was shared with administrators and the Board, who gave the final approval of priority areas for the plan.	September 2023

Section 5: Accessibility Feedback Tool

JKCS provided an online feedback tool that included a series of questions about accessibility experiences that students, staff and members of the school community could complete. The tool was posted to the main page of the school website and an information announcement about the tool was provided to students, staff and parents/guardians. Feedback could be anonymous, or people could add their name and contact information if they wished to be contacted. There was also an option for people to upload a video, voice recording or photo(s).

The following is the contents of the online Accessibility Feedback Tool.

Report an Accessibility Barrier

At JKCS, we want to learn about specific barriers that people face when they are trying to:

- Access a school program, building or school information
- Receive a service or support

Your responses to the questions below will be reviewed by the JKCS Accessibility Committee for their consideration. This information can be submitted anonymously, or you can provide your contact details at the bottom of this form if you wish to be contacted.

1. Please provide the date the barrier was experienced.
2. Please select the location the barrier was experienced.
3. What were you or someone you know trying to access?
4. Accessibility Barrier Details (Be as specific as possible).
5. Do you have any recommendations for what would make it better?
6. Attach files if you wish to provide additional information (e.g., video, voice recording, photos).
7. Please provide your name and email or phone number if you would like to be contacted.
(optional)

Thank you for providing your valuable feedback! You will be contacted shortly if you provided your contact details.

Section 6: Accessibility Accomplishments and Barriers

Key Discussion Themes – Accessibility Accomplishments Identified

The guiding principles of inclusive practice inform JKCS programs, policies, practices, and services to reduce and minimize barriers to accessibility for people with disabilities. We strive to create an environment that is accessible and to ensure continuous improvement in accessibility.

There are a number of initiatives at JKCS to identify, remove and prevent barriers for people with disabilities. The following is a synopsis of some of the major achievements noted in the feedback:

Information and Communication

1. Information on the accessibility act was shared with school staff, students and parents/guardians as well as the accessibility feedback tool.
2. The school maintains a suite of accessible methods to support students such as audiobooks, high interest/low vocabulary books, and adapted novels.
3. The school website is easy to navigate and is able to be accessed by computer or smartphone. When important information is provided, there is a phrase written in multiple languages indicating that the material is very important and should be translated.
4. The school features stories of inclusion in our newsletters and other publications.
5. Non-English speaking parents have been able to have meetings translated as needed by staff who speak their first language.

School Policies and Practices

1. Adaptations for Students:
 - The school continues to assess student accommodation requirements on a case-by-case basis and uses all relevant information to respond to each scenario.
 - The school has established practices and procedures by which adaptations are offered throughout the school.
 - Teachers have been trained to offer universal supports and differentiated lessons.

2. Mental Health and Well-being Supports

- The school recognizes the importance of mental health and well-being of its students and staff, especially as the world has experienced the COVID-19 pandemic and its effects.
- JKCS has prioritized a school culture that values and implements open sharing and caring of one another. Prayer is used as a foundational tool to connect and support all members of the community (including parent prayer teams, staff prayer times, morning devotions, intentional check-ins etc.).
- Certified counsellors are on site to promote positive mental health and wellbeing amongst students and to ensure support and resources are available.
- JKCS uses the Zones of Regulation program school-wide to teach vocabulary and strategies to students to promote healthy emotional processing.
- Staff have been trained to implement a restorative practices approach to conflict resolution and community building.

3. Accessibility Awareness Training

- Ongoing training continues to be provided to staff and students that supports accessibility awareness, obligations, and inclusive environments.

Physical and Architectural Environment

1. The school conducted a Physical and Architectural Environment Audit.
2. The school has worked to ensure standards that support an accessible school community. Current supports include accessible washrooms, door operators for main entrances, and elevators.
3. The school has invested in a lift system, height adjustable change table, and curtained-off changing room area to ensure that students with mobility restrictions are able to receive toileting support with dignity while ensuring that staff or other care providers are not required to exert undue strain.
4. Both campuses are equipped with sound field systems in every class to project instructions and discussions in the classroom.
5. At the elementary campus, the stairways have been painted with high contrast

colours for individuals with vision difficulties.

Key Discussion Themes – Accessibility Barriers Identified

Information and Communication Barriers

1. Several people with English as a second language have needed to rely on family members to read or translate information on the school website, newsletters, or email communications.
2. Staff would continue to benefit from training toward meeting the diverse needs of our students, including students who use assistive technology.

Physical and Architecture Environment Barriers

1. At the elementary campus, the disabled parking symbols have faded significantly. Community members have been frustrated when there have been individuals using these spaces who do not require accessible parking. Additionally, there have been challenges when snow or poor weather conditions have limited parking options further.
2. Classrooms can sometimes have noise levels that make it difficult for certain students to perform well due to auditory sensitivities.
3. The elementary playground is not currently accessible to wheelchair users and requires the use of stairs to access.
4. Poles in the school would benefit from having high contrast colours painted at eye level for individuals with visual impairments.

Attitudinal Barriers

1. Students would benefit from diversity training to recognize and value our similarities and differences and how to be an inclusive friend.
2. Students have demonstrated hesitation to use their assistive technologies due to fears of standing out.

Technology Barriers

1. Teachers and students would benefit from additional training to use the accessibility features on school laptops/computers such as voice to text, text to voice, web readers, and other features.

2. Staff would benefit from continued training on how to efficiently navigate assistive technologies so that they are equipped to teach students to use their talkers.
3. At times, the sound field systems in the school malfunction and require repair.

School Policy and Practice Barriers

1. Learning Assistance policy upgrades are needed to ensure clear communication regarding student support protocols.

Section 7: Our Three-Year Plan (2023-2026)

Overview:

This Accessibility Plan outlines the measures JKCS will take to remove and prevent barriers and to promote inclusion for individuals with disabilities in our school community. The plan is based on the Accessibility Principles of Adaptability, Collaboration, Diversity, Inclusion, Self-Determination, and Universal Design, as set out in the Accessible B.C. Act.

Accessibility Priorities:

Based on the feedback gathered from staff, parents/guardians, and students, and the Physical and Architectural Environment Audit, the Accessibility Committee has identified the following areas as the top priority for improving accessibility in the school community.

Priority #1: Information and Communication

JKCS will enhance the accessibility of information and communication for all individuals, including those with disabilities, through the following actions:

Objectives	Actions	Timeline
Minimize language barriers for all important parent communications.	<ul style="list-style-type: none"> Identify staff who speak additional languages to translate as needed for meetings and essential notifications. 	<ul style="list-style-type: none"> September 2024
Improve the number and type of accessible format resources for students with disabilities.	<ul style="list-style-type: none"> Librarian, instructional lead, teachers, and inclusive education staff provide accessible text and resource suggestions for class units of study. 	<ul style="list-style-type: none"> Ongoing
Maintain consistent communication between school team members and parents, fostering a collaborative approach	<ul style="list-style-type: none"> Provide clear channels and opportunities for feedback into student programming (understanding that the school team will make decisions based on our specific school context and student 	<ul style="list-style-type: none"> Ongoing

to support.	needs)	
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Priority #2: Physical and Architectural

JKCS will improve the accessibility of the physical and architectural environment for all individuals, including those with disabilities through the following actions:

Objectives	Actions	Timeline
Provide adequate accessible parking spots and drop off/pick up contingency plans for snow or inclement weather	<ul style="list-style-type: none"> Repaint disabled parking symbols on designated spots at elementary campus. 	<ul style="list-style-type: none"> TBD
	<ul style="list-style-type: none"> Develop a snow/ice contingency plan to allow for those with mobility challenges to access the school safely and with support as needed. 	<ul style="list-style-type: none"> Goal to brainstorm a plan by December 2023
Develop a standard for both vision and hearing impairment related accessibility issues (including sound and light sensitivities)	<ul style="list-style-type: none"> Maintain sound fields in all classrooms to support students with hearing impairments and attention difficulties. 	<ul style="list-style-type: none"> Ongoing
	<ul style="list-style-type: none"> Ensure that there are quiet work-spaces and noise-cancelling headphones available for students with sound sensitivity. 	<ul style="list-style-type: none"> Ongoing
	<ul style="list-style-type: none"> Ensure that poles or structural posts have high contrast paint colours at two levels to prevent accidents for folks with visual impairments. 	<ul style="list-style-type: none"> TBD
Renovate playground to allow for safe inclusion	<ul style="list-style-type: none"> Add a non-slip, high contrast ramp and pathways to the playground and adapted swing. 	<ul style="list-style-type: none"> TBD

Priority #3: School Policy and Practice

JKCS will review and revise policies and practices to ensure they align with the principles of accessibility, and to address any identified gaps in staff training or knowledge on accessibility issues.

Objectives	Actions	Timeline
Identify areas needed for further staff training on accessibility issues and inclusion	<ul style="list-style-type: none"> Develop priorities for staff accessibility training and develop or identify training modules for staff. These can include: how to be meaningfully inclusive in the classroom, how to differentiate spaces and/or instruction, Universal Designs for Learning, etc. 	<ul style="list-style-type: none"> Pro-D dedicated to differentiation done September 20, 2023
	<ul style="list-style-type: none"> Develop an implementation plan to provide the accessibility training needed for current staff and new staff induction. 	<ul style="list-style-type: none"> Ongoing
	<ul style="list-style-type: none"> Provide staff training on the various types of resources available and how to use them. 	<ul style="list-style-type: none"> Ongoing
Develop Emergency Plans for people with disabilities	<ul style="list-style-type: none"> Develop evacuation procedures for students with mobility considerations, acquire EVAC chairs, provide staff training and practise the plans in emergency drills. 	<ul style="list-style-type: none"> Ongoing

<p>Improve transition planning for students with diverse needs and disabilities</p>	<ul style="list-style-type: none"> • Collaborate with MCFD navigators to develop transition plans starting in grade 9 for students with developmental disabilities • Develop a transition planning process for all students transitioning to a new school division or from the elementary campus to the secondary campus. 	<ul style="list-style-type: none"> • Ongoing
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Priority #4: Attitudinal

JKCS will continue to cultivate an inclusive community culture that engenders attitudes and practices that welcome and embrace all community members.

Objectives	Actions	Timeline
<p>Normalize and value receiving assistance in school as well as diverse ways of accessing or showing learning</p>	<ul style="list-style-type: none"> • Support teachers to foster a classroom community that empowers students to embrace the steps they can take to maximize their learning (e.g., going to a quiet space, using their hearing aids, using speech-to-text, going to SOI, etc.). 	<ul style="list-style-type: none"> • Ongoing
	<ul style="list-style-type: none"> • Have AAC core boards posted throughout the school and allow for peers to use iPads to try using TouchChat so students with talkers are more comfortable in using their devices. 	<ul style="list-style-type: none"> • TBD

<p>Ensure all classes have received diversity training to recognize and value our similarities and differences and how to be an inclusive friend</p>	<ul style="list-style-type: none"> • ESS Coordinator or school behaviour consultant will be available to conduct class talks about strengths, stretches, and diversity. As students get older, discussions may include the history of disability and inclusion in BC. 	<ul style="list-style-type: none"> • Ongoing
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Priority #5: Technology

JKCS will increase awareness and training on assistive technology for students with disabilities.

Objectives	Actions	Timeline
<p>Increase awareness of specific assistive technology needs for students with disabilities</p>	<ul style="list-style-type: none"> • Conduct class reviews of technology needs for students 	<ul style="list-style-type: none"> • Ongoing
	<ul style="list-style-type: none"> • Provide training for staff on the various technology needs of students 	<ul style="list-style-type: none"> • Ongoing
<p>Provide access and training for the various technology tools needed</p>	<ul style="list-style-type: none"> • Professional development for staff. • Technology implementation plan for training and supporting students in technology use 	<ul style="list-style-type: none"> • Ongoing

Section 8: Monitoring and Evaluation

The Accessibility Planning Committee meets (quarterly) to review progress and evaluate the effectiveness of the plan's implementation and plan for increased accessibility throughout the school. The committee will ensure the following steps are taken regarding the Three-Year Accessibility Plan:

1. Prepare an annual status report on the progress of the measures taken to implement the plan.
2. Review and update the Three-Year Accessibility Plan every three years in consultation with persons with disabilities and other relevant community members.

Section 9: How to Give us Feedback

In addition to the public availability of the plan, JKCS will continue to post an annual status report on the progress of the Three-Year Accessibility Plan on the school's website. Accessible formats of the plan will be made available upon request.

Questions, comments or feedback regarding the Accessibility Plan may be directed to: Lindsay Tafazzoli (Itafazzoli@johnknoxbc.org).

Section 10: Appendices

Appendix A: About Disability

The Disability Continuum

Although there is no universally accepted meaning for the word "disability". However, the Ontario Human Rights Code provides definitions of disability that form our guiding principles. Definitions of disability can be placed on a continuum. At one end, disability is explained in terms of medical conditions (medical model). At the opposite end, disability is explained in terms of the social and physical contexts in which it occurs (environmental model).

The medical model focuses on deficiencies, symptoms and treatments. The World Health Organization's (WHO) 1976 definition for disability, for example, is "any restriction or lack (resulting from an impairment) of ability to perform an activity in the manner or within the range considered normal for a human being." Medical model definitions promote the idea that disability is a deviation from the norm.

Many people with disabilities are troubled by definitions that regard disability as abnormal, preferring instead to portray disability as commonplace, natural, and in fact, inevitable. As people age, they experience gradual declines in visual acuity, auditory sensitivity, range of motion, bodily strength and mental powers. Significant functional limitations affect almost half of people between the ages of 55 and 79, and over 70% of people over 80 (World Health Organization (WHO) report titled "Ageing and health", 2015). Beyond middle age, disability is the norm.

The environmental model explains disability in relation to social and physical contexts. In this view, the environment, not an individual's medical condition, causes disability. For example, during an electrical blackout, a person who is completely blind can effortlessly navigate around the home, hammer nails, and, if a Braille user, read a novel.

A sighted person would be unable to perform these tasks easily, if at all. In this example, the environment disables the sighted person.

The environmental model emphasizes that people with disabilities are capable individuals, and it is the barriers in the built and human environments, not their medical conditions, that create disability. Disability occurs when the world is designed only for a certain way of living,

without considering the natural variation among human beings. Barriers are created by humans, and modifying how we live, the tools we use, and our understanding of the proper way to do things can eliminate or minimize design problems that cause barriers. Systematic barriers can be eliminated by modifying policies, plans, and processes. Attitudes that cause barriers can be addressed through disability awareness, respect, and positive interactions with people with disabilities.

Types of Disability and Functional Limitations

A person's disability may make it physically or cognitively challenging to perform everyday tasks such as operating a keyboard, reading a sign, differentiating colours, distinguishing sounds, climbing stairs, grasping small items, remembering words, or doing arithmetic.

There are many kinds of disabilities, including physical, sensory, hearing, mental health, developmental and learning. Disabilities can be visible or invisible.

Visual Disabilities

Visual disabilities reduce one's ability to see clearly. Very few people are totally blind. Some have limited vision such as tunnel vision, where a person has a loss of peripheral or side vision, or a lack of central vision, which means they cannot see straight ahead. Some can see the outline of objects while others can see the direction of light. Impaired vision can restrict a person's ability to read signs, locate landmarks or see hazards. In some cases, it may be difficult to tell if a person has a visual disability. Others may use a guide dog or white cane.

Here are some suggestions to help you interact with people with visual disabilities:

- Identify yourself when you approach the person and speak directly to them.
- Speak normally and clearly.
- Avoid referring to the disability or using phrases like "handicapped".
- Unless it is an emergency, only touch the person if you have been given permission.
- If you offer assistance, wait until you receive permission.
- Offer your arm (the elbow) to guide the person and walk slowly.
- Service animals are working and have to pay attention at all times. Refrain from engaging with the animal.
- If you're giving directions or verbal information, be precise and clear. For example, if you're approaching a door or an obstacle, say so. Don't just assume the individual can't see you.
- When entering a room, show the individual to a chair, or guide them to a comfortable

location.

- Identify landmarks or other details to orient the person to the environment around them.
- Ensure you say good-bye prior to leaving the individual.
- Be patient. Things may take a little longer.

Hard of Hearing and Deafness

People who have hearing loss may be deaf or hard of hearing. Like other disabilities, hearing loss has a wide variety of degrees. People who are hard of hearing may require assistive devices when communicating. While some people may use sign language, notes or hearing aids when communicating, others may also use email, pagers, TTY telephone service or Bell Canada Relay Service.

Here are some suggestions to help you interact with people who are deaf or hard of hearing:

- Always ask how you can help. Don't shout.
- Avoid referring to the disability or using phrases like "handicapped".
- Attract the person's attention before speaking. The best way is a gentle touch on the shoulder or gently waving your hand.
- Make sure you are in a well-lighted area where the person can see your face.
- Look at and speak directly to the person. Address the person, not their interpreter.
- If necessary, ask if another method of communicating would be easier, for example a pen and paper.
- Keep your face clearly visible when speaking.
- Be clear and precise when giving directions and repeat or rephrase if necessary. Make sure you have been understood.
- Service animals are working and have to pay attention at all times. Refrain from engaging with the animal.
- Any personal (e.g., financial) matters should be discussed in a private room to avoid other people overhearing
- Be patient. Communication for people who are deaf is different because their first language may not be English. It may be American Sign Language (ASL).
- If the person uses a hearing aid, try to speak in an area with few competing sounds.

Physical Disabilities

There are many types and degrees of physical disabilities and not all require a wheelchair. For example, people who have arthritis, heart or lung conditions, or amputations may also have difficulty moving, standing or sitting. It may be difficult to identify a person with a physical disability.

Here are some suggestions to help you interact with people with physical disabilities:

- Speak normally and directly to the person rather than someone who is with them.
- People with physical disabilities often have their own ways of doing things. Ask before you help.
- Avoid referring to the disability or using phrases like “handicapped”.
- Be patient and be sure you understand their needs.
- Unless it is an emergency, refrain from touching any assistive devices, including wheelchairs.
- Provide the person with information about accessible features of the immediate environment (automatic doors, accessible washrooms, etc.).

Intellectual Disabilities

People with intellectual or developmental disabilities may have difficulty doing many things most of us take for granted. These disabilities can mildly or profoundly limit one's ability to learn. You may not be able to know that someone has one of these disabilities unless you are told, or you notice the way people act, ask questions or body language.

Here are some suggestions to help you interact with people with intellectual disabilities:

- As much as possible, treat the person with an intellectual disability like anyone else. They may understand more than you think, and they will appreciate you treating them with respect.
- Don't assume what a person can or cannot do.
- Avoid referring to the disability or using phrases like "handicapped".
- Use simple words and short sentences.
- Make sure the person understands what you've said.
- If you can't understand what's being said, ask again.
- Give one piece of information at a time.
- Be polite and patient.
- Speak directly to the person, not to someone who is with the person.

Learning or Cognitive Disabilities

Learning or cognitive disabilities can result in a host of different communications difficulties for people. They can be subtle, as in having difficulty reading, or more pronounced, but they can interfere with the person's ability to receive, express or process information. You may not be able to know that someone has one of these disabilities unless you are told, or you notice the way people act, ask questions or body language.

Here are some suggestions to help you interact with people with learning disabilities or disabilities:

- Patience and a willingness to find a way to communicate are your best tools.
- Recognize that some people with communication difficulties use augmentative communication systems such as Signed English and Picture Exchange System.
- When you know that someone with a learning disability needs help, ask how you can best help.
- Speak normally and clearly, and directly to the person
- Take some time — people with some kinds of disabilities may take a little

longer to understand and respond.

- Try to find ways to provide information in a way that works best for them. For example, have a paper and pen handy.
- If you're dealing with a child, be patient, encouraging and supportive.
- Avoid referring to the disability or using phrases like "handicapped".
- Be courteous and patient and the person will let you know how to best provide service in a way that works for them.

Mental Health Disabilities

People with mental health disabilities look like anyone else. You won't know that the person has a mental health disability unless you're informed of it. But if someone is experiencing difficulty in controlling their symptoms or is in a crisis, you may need to help out. Be calm and professional and let the person tell you how you can best help.

Here are some suggestions to help you interact with people with mental health disabilities:

- Treat people with a mental health disability with the same respect and consideration you have for everyone else.
- Be confident and reassuring and listen to persons with a mental health disability and their needs.
- If someone appears to be in a crisis, ask him or her to tell you the best way to help.
- Take the person with a mental health disability seriously, and work with them to meet their needs.

Speech and Language Disabilities

Some people have communication challenges. It could be the result of cerebral palsy, hearing loss, or another condition that makes it difficult to pronounce words, causes slurring or stuttering, or not being able to express oneself or understand written or spoken language.

Some people who have severe difficulties may use communication boards, sign language or other assistive devices.

Here are some suggestions to help you interact with people with speech and language disabilities:

- Just because a person has one disability doesn't mean they have another. For example, if a person has difficulty speaking; make no assumption they have an intellectual disability as well.

- If you don't understand, ask the person to repeat the information.
- Avoid referring to the disability or using phrases like "handicapped".
- If you are able, ask questions that can be answered 'yes' or 'no'.
- Take some time. Be patient and polite and give the person whatever time they need to get their point across.
- Allow the individual to finish their sentences themselves without interruption.
- Patience, respect and a willingness to find a way to communicate are your best tools.

Deaf-Blind Disabilities

A person who is deafblind cannot see or hear to some extent. This results in greater difficulties in accessing information and managing daily activities. Most people who are deafblind will be accompanied by an intervener, a professional who helps with communicating. Interveners are trained in special sign language that involves touching the hands of the client in a two-hand, manual alphabet or finger spelling, and may guide and interpret for their client.

Here are some suggestions to help you interact with people who are deafblind:

- Make no assumptions about what a person can or cannot do. Some deaf-blind people have some sight or hearing, while others have neither.
- Avoid referring to the disability or using phrases like "handicapped".
- A deaf-blind person is likely to explain to you how to communicate with them or give you an assistance card or a note explaining how to communicate with them.
- Speak directly to the person, as you normally would, not to the intervener.
- Identify yourself to the intervener when you approach the person who is deaf-blind.
- Don't touch service animals – they are working and have to pay attention at all times.
- Unless it's an emergency, refrain from touching a deaf-blind person without permission.

Appendix B: Suggested References/Resources

Global, Canadian and Local Accessibility Context and Legislation

[United Nations Convention on the Rights of Persons with Disabilities](#)

[Canada Ratifies the UN Convention on the Rights of Persons with Disabilities](#)

[Canadian Charter of Rights and Freedoms](#)

[British Columbia Framework for Accessibility Legislation](#)

[Accessible British Columbia Act](#)

[BC Accessibility Legislation Plan Language Summary](#)

Accessibility Planning Resources for Schools and School Boards:

[BC Accessibility Hub](#)

[Developing Your First Accessibility Plan: A Guide for BC Prescribed Organizations](#)

[Creating an Accessibility Committee](#)

[Universal Design](#)

[Special Education Technology BC \(SET BC\)](#)

[Accessible Resource Centre - BC](#)

[Standards Council of Canada](#)

[B6521-95 Barrier-Free Design](#)

[A Guide to Creating Accessible Play Spaces](#) (Rick Hansen Foundation)

[Canadian National Institute for the Blind \(CNIB\)](#)

[Provincial Resource Centre for the Visually Impaired \(PRCVI\)](#)

[Canadian Hard of Hearing Association](#)

[Canadian Hearing Services](#)

[Provincial Outreach Program for the Deaf and Hard of Hearing \(POPDHH\)](#)

[Auditory Outreach Provincial Resource Program](#)

[Provincial Outreach Program for Students with Deafblindness](#)

[Provincial Inclusion Outreach Program](#) (Complex Needs)

[Provincial Outreach Program for Autism and Related Disorders](#)

[Provincial Outreach Program for Fetal Alcohol Spectrum Disorder](#)

[Multiple Sclerosis Society of Canada](#)

[Learning Disabilities Association of Canada](#)

[Brain Injury Canada](#)

[Spinal Cord Injury Canada](#)

[Tourette Canada](#)

[Kelty Mental Health](#) (BC Children's Hospital)

[Gifted Children's Association of BC](#)

[Specialist Association of Gifted Educators in BC](#)