



# Oakville United FC

## Oakville United FC Accessibility for Ontarians with Disabilities (AODA) Policy

### Policy Statement:

Oakville United FC is committed to providing accessible and inclusive services to all individuals, including those with disabilities, in compliance with the Accessibility for Ontarians with Disabilities Act, 2005 (AODA). We are dedicated to removing barriers and improving accessibility in our facilities, services, and employment practices, ensuring that all individuals have the opportunity to participate fully in our organization.

### Scope:

This policy applies to all employees, volunteers, contractors, visitors, and any other individuals associated with Oakville United FC.

### Policy Guidelines:

1. **Compliance with AODA:** Oakville United FC will comply with the AODA standards and regulations, ensuring accessibility for all Ontarians.
2. **Customer Service:** We will provide accessible and equitable customer service, making every effort to accommodate the needs of individuals with disabilities.
3. **Communication:** Oakville United FC will communicate with individuals with disabilities in a manner that considers their specific communication needs, whether it be through accessible formats, assistive devices, or other accommodations.
4. **Assistive Devices:** We will welcome and support the use of assistive devices by individuals with disabilities to ensure their full participation.
5. **Accessibility of Facilities:** Oakville United FC will take proactive measures to identify and remove physical barriers within our facilities, making them accessible to all.
6. **Training and Awareness:** All employees and volunteers will receive training on AODA requirements and our accessibility policies to ensure a culture of inclusivity and accessibility.
7. **Feedback Mechanism:** We will establish a feedback mechanism to receive input from individuals with disabilities regarding our services and accessibility. Feedback will be used to make continuous improvements.
8. **Employment:** Oakville United FC is committed to providing equal employment opportunities for individuals with disabilities. We will make necessary accommodations during the recruitment, assessment, and employment process.



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9. **Accessible Information:** We will provide information in accessible formats upon request and ensure that our websites and online content are accessible to the extent required by AODA standards.
10. **Emergency Procedures:** Oakville United FC will develop and implement accessible emergency procedures and evacuation plans to ensure the safety of all individuals.

### **Responsibility and Accountability:**

- The club's Accessibility Coordinator will oversee the implementation and compliance with this policy.
- All employees and volunteers are responsible for ensuring the policy's adherence in their respective roles.
- Individuals with disabilities are encouraged to provide feedback and report any barriers to accessibility they encounter.

### **Review and Update:**

This policy will be reviewed and updated regularly to ensure ongoing compliance with AODA standards and to address the evolving needs of our organization and the community we serve.