

Brock University Accessibility Policy

Adopted March, 2018

Brock University Accessibility Policy

In this brief presentation we will answer

1. Why is it needed?
2. What does it do?
3. How will it help the University?

Why is it needed?

The update to the [Brock University Accessibility Policy](#) was spearheaded by the release of the [Brock University Human Rights Task Force Report](#) and its recommendations to use a Human Rights lens when reviewing or redeveloping policies that deal with disability and accessibility.

Why is it needed? continued

It was from this initiative that the Accessibility Policy was redeveloped, from originally stating commitments to compliance, to a version that includes Human Rights principles of Accommodation and Equal Participation under the OHRC

What does it do?

The Policy now incorporates a broad view of disability that is the same as the interpretation of the Ontario Human Rights Commission. Some highlights of the policy are that it includes commitments to:

- View disability as a socially created construct;
- View mental health and invisible disabilities as being impacted by distinct forms of discrimination
- View an intersectional approach to creating an accessible environment and accommodation processes

What does it do? continued

Also, the Accessibility policy provides for further interpretation of the Ontario Human Rights Code when creating or redeveloping policies that affect people.

How will it help the University?

The [Brock University Accessibility Policy](#) is part of a larger push to incorporate aspects of Human Rights within the daily operation of the University's community. It will assist us in creating positive discourse on the subject of diversity and inclusion as a culture shift that is aided by the requirements of the AODA.

If you require any further information regarding this presentation or have questions regarding alternate formats or communications supports please contact Christopher Lytle at 905 688-5550 ex 5454 or clytle@brocku.ca