

# Greater Essex District School Board

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**GREATER ESSEX COUNTY DISTRICT SCHOOL BOARD**  
**Plan In Accordance with Ontarians With Disabilities Act (ODA)**  
**for the year September 2023 to August 2024**

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<b>Barrier</b>	<b>Objective</b>	<b>Means to Prevent/Remove</b>	<b>Performance Criteria</b>	<b>Resources</b>	<b>Time Line</b>	<b>Responsibility</b>
Updating Building Construction Standards as deemed necessary or when built into funded projects	To ensure that older buildings where feasible are updated with accessible materials	As items are requested for repair or replacement, new and more accessible items are installed (e.g. door handles)	Buildings will be updated as required or students will be accommodated at the closest site that is accessible	Facility Services	2023/24 School Year projects chosen on an “as needed basis: with students as the priority	Facility Services, Special Education Department, Information Technology Services, School Principal
Accessible Washrooms	To provide access and functionality to washrooms	Provide appropriate lifts, sinks, toilets and door operators	Meets the needs as necessary	Appropriate materials required to modify the washrooms	2023/24 School Year projects chosen on an “as needed basis” with students as the priority	Facility Services, Special Education Department, School Principal
Accommodations for the Visually Impaired as deemed appropriate	Submit request to the Superintendent of Special Education for students and to the HR Wellness Officer for staff	Provide appropriate accommodations	Meets the needs as necessary	As deemed appropriate	2023/24 School Year projects chosen on an “as needed basis” with students and staff as the priority	Facility Services, Special Education Department, Information Technology Services, School Principal, Human Resources Department (for staff)
Automatic Doors – graduated implementation	To provide access to schools for people with disabilities	Install automatic doors, openers and frames as needs are identified	People with disabilities will have access to schools	Doors, openers, ramps, rails and curb-cuts	2023/24 School Year projects chosen on an “as needed basis” with students as the priority	Facility Services, Special Education Department, School Principal



<b><u>Name of School</u></b>	<b><u>Renovations planned during 2023/2024 school year</u></b>
David Suzuki PS	Conversion of existing change room washroom to barrier-free washroom.
Forest Glade / Forest Glade PLC	Washroom upgrades which include barrier-free upgrades.
General Brock PS	New barrier-free washroom.
Glenwood PS	Barrier-free washroom upgrades (current barrier-free washroom does not meet building code).
Harrow PS	Washroom upgrades which include barrier-free upgrades.
Hugh Beaton PS	New barrier-free washroom, washroom upgrades which will include barrier-free upgrades, relocation of existing office (currently on second floor) to the main entrance creating barrier-free access to the office space.
Queen Elizabeth PS	New barrier-free washroom.
Riverside SS	Special Education upgrades which include a barrier-free washroom upgrade (current barrier-free Washroom does not meet building code).

**Information & Communication:**

During the 2021-2022 school year, Communications Team & ITS team migrated board and school websites to a new platform to meet AODA requirements. The AODA scanning tool will be used on new sites to ensure compliance with materials included on board and school websites.

**Employment Standards:**

During the 2022-23 school year, the Board undertook an Employment Systems Review to create a more diverse workforce by evaluating formal and informal policies and practices related to the recruitment, hiring and selection processes. A plan to adopt recommendations is currently being developed.

Note: Cleaning protocols will be continued to ensure that high touch surfaces, such as elevator buttons and automatic door opener buttons are disinfected. Hand sanitizing stations continue to be maintained at all building entrances.