

Ontario Police Arbitration Commission



**Accessibility Policy:
Customer Service Standard**

Providing Goods and Services to People with Disabilities

Last Revised: January 31, 2017

**This policy is adopted pursuant to the *Accessibility for Ontarians with Disabilities Act, 2005*.
The Ontario Police Arbitration Commission is committed to meeting the customer service standards set out in the Act and its regulations to encourage good practices which exceed the minimum customer service requirements.**

Requesting Accessible Services

A person who has a special need may request an accommodation with respect to our services. The request should be made as soon as possible at the beginning of the process of requesting conciliation or mediation-arbitration services. We will assess the request on a case-by-case basis and make our best efforts to respond to it effectively and in accordance with the principles established under the *Accessibility for Ontarians with Disabilities Act, 2005*, and the *Ontario Human Rights Code*.

When it is not practicable to incorporate accessibility design, criteria and features when procuring or acquiring goods, services or facilities, the Commission will document an explanation and provide this explanation upon request.

Assistive Devices

We will ensure that staff is familiar with various assistive devices that may be used by customers with disabilities while accessing our goods or services, and how to properly accommodate those needs. We welcome people with disabilities and their service animals. Service animals are allowed on the parts of our premises that are open to the public. A person with a disability who is accompanied by a support person will be allowed to have that person accompany them on our premises.

Communication

The Ontario Police Arbitration Commission is committed to meeting the communications needs of people. Staff will communicate in a manner enabling people with disabilities to communicate effectively for purposes of requesting, using, and receiving our facilities and services.

We are committed to providing a fully accessible telephone service. If telephone communication is not suitable to someone seeking our services, we will offer to communicate by alternate means of communication such as email. We are committed to providing accessible arbitration awards or collective agreements or application forms or documents about our mandate. Upon request these documents may be provided in alternate formats including hard copy, large print, email, electronic versions, etc.

The Ontario Police Arbitration Commission has worked with Justice Technology Services on creating a new website that conforms to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0, Level AA.

Training

Every person who deals with members of the public or other third parties on behalf of the Ontario Police Arbitration Commission, whether the person does so as an employee, agent, volunteer or otherwise, will receive information and training about the provision of our goods or services to persons with disabilities. The Ontario Police Arbitration Commission will provide employees, board and other affiliated members with information on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of employees, board and other staff members.

The training will cover:

- A review of the purposes of the Accessibility for Ontarians with Disabilities Act, 2005 and the requirements of the customer service standard;
- How to interact and communicate with persons with various types of disability;
- How to interact with persons with disabilities who use an assistive device or require the assistance of a guide dog or other service animal or the assistance of a support person;
- How to use equipment or devices available on the provider's premises or otherwise provided by the provider that may help with the provision of goods or services to a person with a disability;
- What to do if a person with a disability is having difficulty in accessing our website, awards, policy documents, hearing rooms, or requires alternate format for submitting application and making meeting arrangements.

The following training courses are mandatory for employees within one month of hiring:

- Integrated Accessibility Standards Regulation (IASR) Information and Communications Standards
- Integrated Accessibility Standards Regulation (IASR) in the OPS
- Working Together - The OHRC and the AODA
- May I Help You? Welcoming Customers with Disabilities
- May I Help You? - Supplementary: Ten Things You Need to Know about Accessible Customer Service

For Board members without access to the OPS Learning Centre the following training materials are for mandatory review within one month of hiring:

- Serve-Ability: Transforming Ontario's Customer Service – Online course
- OPAC Customer Service Standard, Employment Standard, Multi Year Plan & Policies

Every person who participates in developing the Commission's policies, practices and procedures governing the provision of goods or services to members of the public or other third parties must also receive the above noted training.

Any new employee in the Conciliation Services Assistant or Executive Officer position must complete the mandatory training courses within the first month of hiring. Any new Board member will also receive training materials to be completed and reviewed within the first month of appointment.

Training will be provided on an ongoing basis in connection with changes to the policies, practices and procedures governing the provision of goods or services to persons with disabilities. Dates on which training took place and the individuals who participated will be recorded in individual employee files. Training resources within the Ministry of Community Safety and Correctional Services and/or other government resources are utilized to ensure employees are provided with the training needed to meet Ontario accessibility laws on an ongoing basis.

Feedback process

Our goal is to meet the expectations of people with disabilities who use our services.

Comments regarding how well those expectations are being met are welcome and appreciated.

Feedback regarding the way we provide services to people with disabilities may be made in person, by telephone, in writing or by e-mail. If one of these methods is not suitable, a customer may request another method by contacting the Commission's Executive Officer. We expect to respond to comments within 5 days of their receipt.

Customers who wish to provide feedback on the way the Ontario Police Arbitration Commission provides goods and services to people with disabilities can provide feedback in the following way(s):

Email	Mail/ in Person	Telephone	TTY number	Website
OPAC.applications@ontario.ca	25 Grosvenor St. 15 th Floor Toronto ON M7A 1Y6	416-314-3520 toll free: 1-866-517-0571	416-326-5511 toll free: 1-866-517-0572	www.policearbitration.on.ca

Notice of availability

Documents related to accessible customer service are available upon request as indicated on our website and main bulletin board in the office.

Modifications to this or other policies

We are committed to delivering our services in a way that respects and promotes the dignity and independence of all people with disabilities. Therefore, any changes to how we deliver our services will be made with regard to the potential impact on accessibility for people with disabilities. We will continue to review our processes and remove any other accessibility barriers identified.

For more information on this Customer Service Standard, please contact:

Ontario Police Arbitration Commission

25 Grosvenor Street, 15th Floor

Toronto ON

M7A 1Y6

Tel: (416) 314-3520

Fax: (416) 314-3522

TTY (416) 325-5511

Email: OPAC.applications@ontario.ca

This document is available in an alternate format upon request.