



Boys & Girls Clubs  
of Kawartha Lakes

## Statement of Commitment to Persons with Disabilities

Boys & Girls Clubs of Kawartha Lakes (BGCKL) is committed to providing an accessible environment for our service recipients, staff, and volunteers. It is our goal to create a community that is inclusive of all persons and supports all members of the community in an equitable manner. In creating such a community, we aim to foster a climate of understanding and mutual respect for the dignity and worth of all persons with the goal to become a barrier-free environment.

To this end, we will be compliant with the Accessibility for Ontarians with Disability Act (AODA) and its applicable regulations by:

- Reviewing, revising and implementing any new Club/Foundation policies as they relate to the AODA and its applicable legislation such that the policies provide clarity on how BGCKL will deliver its services in an accessible way to its service recipients and provide an inclusive work environment for its staff, and volunteers;
- Establishing an Accessibility Committee;
- Developing and implementing a multi-year Accessibility Plan;
- Continually evaluating the physical environment to ensure all identified accessibility barriers are eliminated or mitigated;
- Providing training to all existing and new staff, and volunteers and service providers on the AODA, its applicable regulations and the Ontario Human Rights Code; and
- Providing information and communication supports, including our website and web content, for all service recipients, staff, and volunteers and service providers in accessible formats in a timely manner, upon request.

Achieving the above stated goals depends on the participation of each member of our community including service recipients, staff, and volunteers. Each of these parties has a role in creating an equitable and inclusive environment, as well as in the accommodation process and the identification, removal, and/or reduction of barriers. Through mutual respect and collaboration, together we can make BGCKL a barrier free environment and develop a shared respect for rights and dignity.

Scott Robertson, Executive Director

Date