

North Star Montessori School
Accessibility Plan
June 2023



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Section 1: Introduction

About Our School Community

North Star Montessori School is an independent school that serves approximately 170 part-time and full-time students from the municipalities of North Vancouver, West Vancouver, Vancouver, and Burnaby. The school operates one location that offers education from Infancy through Grade 7.

North Star Montessori School provides an education that is as unique as each student. As an authentic Montessori school and community, we offer a truly integrated approach to education.

At North Star we nurture intrinsic motivation to build critical thinking skills. While there is a set curriculum, we follow the student's interests and encourage them to generate their own ideas for follow through. Special education programs are also provided by the School for students with special education needs.

North Star Montessori School's leadership team includes our Head of School, Manager of School Operations, Finance department, and 13 teaching staff.

North Star Montessori School elects a Board of 5+ Directors who establish policies and direction of the School. Board meetings occur monthly. The Annual General meeting is held in October/November of each year.

A Message from the Board/Administrator

At North Star Montessori Elementary School, we are committed to providing a learning and working environment that supports all students and staff and provides equitable opportunities to support our diverse community. A key element to supporting our community is the development of a Three-Year Accessibility Plan. This plan identifies system needs, priorities, and action plans, and draws on feedback from our school community and the work of the Accessibility Committee to enhance equity of access to programming and our facilities.

As a member of the Associate Member Society of the FISABC (AMS), North Star Montessori Elementary School participates in the AMS Association Level Accessibility Committee. This committee keeps our school apprised as to the requirements of the Accessibly BC Act and shares resources among the 130 member schools to support the reduction of accessibility barriers within the independent school sector.

North Star Montessori Elementary School has created a Three-Year Accessibility Plan. The plan identifies measurable actions across the pillars of the Accessibility Act, supporting equal opportunity for persons with disabilities by identifying, removing, and preventing barriers of access.

We recognize the importance of accessibility not only for those with disabilities, but also for the benefit of the entire community. We are committed to improving equity and ease of access to services, as well as access to our facilities. Through the actions in this Three-Year Accessibility Plan, we commit to continuous improvements in developing an environment that supports all students, staff and the larger school community.

Territorial Acknowledgement

North Star Montessori Elementary School is grateful to be on the shared, unceded territory of the Coast Salish peoples- sə́lilwə́taʔ (TseilWaututh), Sk̓w̓x̓wú7mesh (Squamish), and xʷməθkʷəy̓əm (Musqueam) Nations. We respect and commit to a deep consideration of their history, culture, stewardship, and voice.

Definitions

Accessibility: The state of having programs, services and environments that allow all individuals to participate fully in society without encountering barriers.

Accessibility Committee: An official group formed by one or more organizations in collaboration with people with disabilities, to create an accessibility plan and feedback mechanism.

Accessibility Plan: A plan developed by an Accessibility Team that identifies challenges and solutions for addressing accessibility barriers.

Barrier: Anything that prevents a person with a disability from fully participating in all aspects of society because of their disability. This includes architectural, attitudinal, information, communications, policy or practice, and technological barriers. Types of barriers:

- 1. Architectural Barrier:** A barrier resulting from building design, the area adjacent to the building, shape of rooms, the size of doorways, and so on.
- 2. Attitudinal Barrier:** A barrier that arises from the attitudes of staff, students and the school community, including discriminatory behaviours and a lack of disability awareness.
- 3. Communication Barrier:** A barrier that arises from difficulties receiving information in person, by telephone or online, interacting with teachers, peers, receptionists or other staff, and receiving training.
- 4. Information Barrier:** A barrier that arises from inadequate or incomprehensible signage, difficulties reading brochures, forms, manuals, websites, fax transmissions, equipment labels, computer screens, and so on.
- 5. Policy or Practice Barrier:** Rules, regulations and protocols that prevent a person from performing their job satisfactorily or participating in society. Policy, practice, and procedures that prevent a student from accessing the curriculum and fully participating in the school community.
- 6. Technological Barrier:** Barriers resulting from computers, photocopiers, fax machines, telephones and switches, including the lack of assistive technologies.

7. Temporal Barrier: Barriers that occur during a specific time, such as busy times of day or during special events.

Disability: The state of being unable to participate fully and equally in society as a result of the interaction between an impairment and a barrier. ([For more information about disability and types of disability and support, refer to Appendix A: Disabilities.](#))

Impairment: A physical, sensory, mental, intellectual, cognitive limitation, whether permanent, temporary or episodic.

Section 2: Framework Guiding Our Work

The North Star Montessori Elementary School accessibility plan builds on global, national, provincial and North Star Montessori Elementary School specific actions to promote and support accessibility.

Global Context – United Nations

In recent years, there has been an emphasis on increasing diversity, equity and inclusion within the workplace and within the larger community. The United Nations has been instrumental in leading the importance of disability as a global health issue. In 2006, the United Nations led efforts to adopt the Convention on the Rights of Persons with Disabilities (CRPD). In 2010, Canada ratified the CRPD and described the CRPD as follows:

“The Convention on the Rights of Persons with Disabilities is an international human right treaty aimed at protecting the rights and dignity of persons with disabilities without discrimination and on an equal basis with others. Parties to the Convention of the rights of Persons with Disabilities are required to promote and ensure the full enjoyment of human rights of persons with disabilities including full equality under the law.”

Canadian Context and Legislation – Canadian Charter of Rights and Freedoms

Canada-wide, around one in five people had some form of disability in 2017. Nationally, Canadian accessibility legislation started in 1985 where disability was included in the Canadian Charter of Rights and Freedoms and in 1986, Persons with Disabilities (PWDs) were included in the new federal Employment Equity Act. The Accessible Canada Act (ACA) came into force in 2019, with the overarching goal to realize a barrier-free Canada by 2040. This act applies to federally regulated entities. The ACA has seven focus areas, and was developed based on the following guiding principles:

1. All persons must be treated with dignity regardless of their disabilities.
2. All persons must have the same opportunity to make for themselves the lives that they are able and wish to have regardless of their disabilities.
3. All persons must have barrier-free access to full and equal participation in society, regardless of their disabilities.
4. All persons must have meaningful options and be free to make their own choices, with support if they desire, regardless of their disabilities.

5. Laws, policies, programs, services and structures must take into account the disabilities of persons, the different ways that persons interact with their environments and the multiple and intersecting forms of marginalization and discrimination faced by persons.
6. PWDs must be involved in the development and design of laws, policies, programs, services and structures.
7. The development and revision of accessibility standards and the making of regulations must be done with the objective of achieving the highest level of accessibility for PWDs.

B.C. Context and Legislation - Accessible B.C. Act

The Accessible British Columbia Act, enacted in June 2021, and initially the accessibility planning requirements only applied to provincial government organizations.

The Accessible British Columbia Regulation, under the Accessible British Columbia Act, came into force on September 1, 2022. These regulations identify schools as accessible organizations, and school districts and independent schools will be required to have an Accessibility Committee, an Accessibility Plan, and a tool to receive feedback on accessibility by September 1, 2023:

The goal of the act is to improve opportunities for people with disabilities and involve them in identifying, removing, and preventing barriers to their full participation in the life of the province.

Principles in the Accessible B.C. Act:

The Accessible B.C. Act includes a list of principles that must be considered as organizations develop an accessibility plan. The Definitions are adapted from the foundational document [BC Framework for Accessibility Legislation](#).

- 1. Adaptability:** Accessibility plans should reflect that disability and accessibility are evolving concepts that change as services, technology, and attitudes change.
- 2. Collaboration:** Promoting accessible communities is a shared responsibility and everyone has a role to play. Accessibility plans should create opportunities for Organizations and communities to work together to promote access and inclusion.
- 3. Diversity:** Every person is unique. People with disabilities are individuals with varied backgrounds. Individual characteristics including race, gender, sexual orientation, religion, and lived experience greatly inform the experiences of individuals. Accessibility plans should acknowledge the principle of intersectionality and the diversity within the disability community.
- 4. Inclusion:** All British Columbians, including persons with disabilities, should be able to participate fully and equally in their communities.
- 5. Self-Determination:** Accessibility plans should seek to empower people with disabilities to make their own choices and pursue the lives they wish to live.
- 6. Universal Design:** The Centre for Excellence in Universal Design defines Universal Design as “the design and composition of an environment so that it can be accessed, understood, and used to the greatest extent possible by all people regardless of their age, size, ability or disability.” An accessibility plan should be designed to meet the needs of all people who interact with the Organization.

Our Commitment to Accessibility:

Accessibility refers to the degree of ease with which people with disabilities can use and enjoy something such as a device, service, or place. At North Star Montessori Elementary School, we are committed to providing an environment that is accessible and practical for all members of our diverse community. We recognize the importance of conscious planning, design, and effort in ensuring that barriers are removed and accessibility is increased.

Our school is committed to working collaboratively with the community to provide equitable treatment to people with disabilities in a way that respects their dignity. To achieve this goal, we have outlined the following commitments:

- Engage with staff, community members and people with disabilities in the development and review of its accessibility plan.
- Ensure that our school board policies and procedures align with the principles of accessibility.
- Improve access to facilities, policies, programs, practices, and services for students, staff, parents/guardians, volunteers and community members.
- Continually improve accessibility for people with disabilities in our school community.

Our Approach:

At North Star Montessori Elementary School, we believe that all members of our community have the right to be treated with dignity, given an opportunity to participate, and provided with access to learning and community. Our approach is grounded in the core provincial principles of accessibility, including adaptability, collaboration, diversity, inclusion, self-determination and universal design.

In spring 2023, we began the process of identifying barriers to accessibility in our school community.

This process involved:

- Assessing the current physical and architectural accessibility of our school.
- Conducting surveys and interviews to understand the issues, challenges, and priorities of stakeholders within our school community
- Holding key discussions to identify barriers to accessibility
- Developing a school feedback tool
- Prioritization of actions to be taken

- Establishing a monitoring and evaluation process

Our approach is designed to recognize the gaps and opportunities to improve accessibility in our school community. By engaging in thoughtful planning, meaningful engagement, training, and direct action, we aim to deliver lasting accessibility improvements for all members of our community.

Section 3: The Accessibility Committee

Purpose of the Accessibility Committee

Under the Accessible B.C. Act, organizations must be part of an Accessibility Committee. Under the Accessible B.C. Act, the selection of accessibility committee members must, to the extent possible, align with the following goals:

- At least half the members are persons with disabilities (PWD), or individuals who support or are from organizations that support PWDs;
- At least one member is an Indigenous person; and
- Members reflect the diversity of persons in B.C.

As a member of the Associate Member Society of the FISABC (AMS), North Star Montessori Elementary School participates in the AMS Association-level Accessibility Committee. This committee keeps our school apprised as to the requirements of the Accessible BC Act and shares resources among the 130 member schools to support the reduction of accessibility barriers within the independent school sector. The AMS Accessibility Advisory Committee (AAAC) fulfills the requirements of the BC Accessibility Act on behalf of its member schools and provides accessibility perspective and advice to the AMS Board and member schools with respect to achieving goals related to universal accessibility. The mandate of the committee is as follows:

- To inform AMS member schools about the requirements of the BC Accessibility Act.
- To provide advice to member schools about the development of policies and programs to educate and inform on matters affecting students, parents, staff members and guests with disabilities and/or physical or mental challenges and universal accessibility
- To provide advice to the AMS Board about the development of AAAC policies and programs to ensure the needs of people with disabilities are considered.

North Star Montessori Elementary School Accessibility Team/Coordinator)

A school level (Accessibility Team, Accessibility Coordinator, etc.) was established to create of our school's Three-Year Accessibility Plan.

Team Member	Position/Representation
Christie Stanford	Accessibility Coordinator
Tiffany Goulding	Team Member
Jennifer Nemeth	Indigenous Team Member

Section 4: Consultation Conducted

Barrier-identification Methodologies

The Accessibility Coordinator used the following barrier-identification methods:

Methodology	Description	Status
Audit of policies and practices	A review of current policies and practices that promote accessibility and inclusion was conducted by key staff members.	June 2023 Completed
Survey to Staff	An accessibility and inclusion survey was developed and distributed to staff.	June 2023 Completed
Survey to Parents/Guardians	An accessibility and inclusion survey was developed and distributed to parents/guardians.	June 2023 Completed
School Physical Accessibility Audit	An Assessment of School Physical Accessibility was developed. An audit team was identified, and they conducted the School Physical Accessibility Audit.	June 2023 Completed
Accessibility Feedback Tool	A feedback tool was developed and posted to the school website. Information about the tool was shared with school stakeholders (i.e., students, staff, outside professionals and parents/guardians).	July 2023 Completed
Accessibility Team/Coordinator	The Accessibility (Team/Coordinator) reviewed the input and feedback from the survey, assessment, and feedback tool. The (Team/Coordinator) collaborated to suggest priority areas to target in the Accessibility Plan. This was shared with administrators and the Board, who gave the final approval of priority areas for the plan.	July 2023 Completed

Section 5: Accessibility Feedback Tool

North Star Montessori Elementary School developed an online feedback tool that included a series of questions about accessibility experiences that students, staff and members of the school community could complete. The tool was posted to the main page of the school website and an information announcement about the tool was provided to students, staff and parents/guardians. Feedback could be anonymous, or people could add their name and contact information if they wished to be contacted. There was also an option for people to upload a video, voice recording or photo(s).

The following are the contents of the online Accessibility Feedback Tool.

Report an Accessibility Barrier or Support

At North Star Montessori Elementary School, we want to learn about specific barriers that people face when they are trying to:

- Access a school program, building or school information
- Receive a service or support

The North Star Montessori Elementary School Accessibility Coordinator will review your responses to the questions below for their consideration. This information can be submitted anonymously, or you can provide your contact details at the bottom of this form if you wish to be contacted.

1. Please provide the date the barrier or support was experienced.
2. Please select the location where the barrier or support was experienced.
3. What were you or someone you know trying to access?
4. Accessibility barrier or support details (be as specific as possible).
5. Do you have any recommendations for what would make it better?
6. Attach files if you wish to provide additional information (e.g., video, voice recording, photos).
7. Please provide your name and email or phone number if you would like to be contacted. (optional)

Thank you for providing your valuable feedback! You will be contacted shortly if you provide your contact details.

Section 6: Accessibility Accomplishments and Barriers

Key Discussion Themes – Accessibility Accomplishments Identified

The guiding principles of inclusive practice inform North Star Montessori Elementary School programs, policies, practices, and services to reduce and minimize barriers to accessibility for people with disabilities. We strive to create an environment that is accessible and to ensure continuous improvement in accessibility.

There are a number of initiatives at North Star Montessori Elementary School to identify, remove and prevent barriers for people with disabilities. The following is a synopsis of some of the major achievements noted in the feedback:

Information and Communication

1. Shared information on the accessibility act with school staff, students and parents/guardians.
2. Documents and resources to support resources and staff are made available as needed.

School Policies and Practices

1. Adaptations for Students:
 - The school continues to assess student accommodation requirements on a case-by-case basis and uses all relevant information to respond to each scenario.
 - The school has established practices and procedures by which adaptations are offered throughout the school.
2. Mental Health and Well-being Supports
 - The school recognizes the importance of mental health and well-being of its students and staff, especially as the world has experienced the COVID-19 pandemic and its effects. Initiatives have taken place to assess and improve the mental health and well-being of students and staff to ensure support and positive outcomes.
 - Training programs are offered to staff to promote student mental health and improve personal mental health and well-being and reduce stigma associated with mental illness.
3. Accessibility Awareness Training
 - Ongoing training continues to be provided to staff and students that supports

accessibility awareness, obligations, and inclusive environments.

Physical and Architectural Environment

1. The school conducted a Physical and Architectural Environment Audit.
2. The school has invested in several upgrades to existing facilities that support accessible school communities. Investments have been targeted to upgrade washroom accessibility and a ramp to enter the school. The landlord is responsible for elevator maintenance and upgrades, and upgrades to the fire alarm system. Accessible parking and ramp access to the sidewalk is in place.

Key Discussion Themes – Accessibility Barriers Identified

Information and Communication Barriers

1. Parent-Infant & Toddler program: Some written and/or verbal information regarding the daily routine etc. proves to be hard for ESL parents and/or caregivers to understand, as well as for the children attending the Parent-Infant & Toddler class.

Physical and Architecture Environment Barriers

1. Many individuals noted that accessing the school via the steep staircase was not ideal.
2. Not having a low handrail available (as well as on both sides) proves to be challenging for arrival and dismissal of the younger children.
3. The black colour of the handrail also absorbs the heat from the sun and is often too hot to hold.
4. Many individuals do not know that an alternate entrance is available to access the school via elevator.
5. The teachers noted that the classrooms on the south side of the building which do not receive natural sunlight are not ideal to work in for long periods of time.
6. Some classrooms which have noise concerns do not have a quiet corner available for children to retreat to.
7. The busy hallway, noise of hockey pucks, tennis carts, and sporadic alarm testing can be over-stimulating for children with sensory problems.

Attitudinal Barriers

1. No barriers noted.

Technology Barriers

1. Some teachers and students are not familiar with the accessibility features on school laptops/computers such as voice to text, text to voice, web readers and other features.

School Policy and Practice Barriers

1. Special uniforms are not available for students who identify as HSP.
2. Staff identified a gap in staff training on a variety of disabilities and accessibility issues.
3. Systematic transition planning processes are not evident for all students with disabilities.

Section 7: Our Three-Year Plan (2023-2026)

Overview:

This Accessibility Plan outlines the measures North Star Montessori Elementary School will take to remove and prevent barriers and to promote inclusion for individuals with disabilities in our school community. The plan is based on the Accessibility Principles of Adaptability, Collaboration, Diversity, Inclusion, Self-Determination, and Universal Design, as set out in the Accessible B.C. Act.

Accessibility Priorities:

Based on the feedback gathered from staff, parents/guardians, and students, and the Physical and Architectural Environment Audit, the Accessibility Coordinator has identified the following areas as the top priority for improving accessibility in the school community.

Priority #1: Information and Communication

North Star Montessori Elementary School will enhance the accessibility of information and communication for all individuals, including those with disabilities, through the following actions:

Objectives	Actions	Timeline
Develop and implement visual pictures outlining routines and expectations in Infant-Toddler classroom	<ul style="list-style-type: none">• Create small pictures showing the steps to follow for certain routines. Examples:<ul style="list-style-type: none">- Arrival and where to put belongings- How to take an activity to a table/mat- How to put it away when done.• Post the pictures in the classroom (low) so the children and parents/caregivers can see them clearly.	2023-2024 academic year COMPLETED
Ensure that all communication to staff, students, and parents/guardians is	<ul style="list-style-type: none">• Survey parents/guardians to determine their preferred method of communication and format.	2024-2025 academic year

written in plain language and is available in alternate formats upon request	<ul style="list-style-type: none"> Develop guidelines and examples for communication to all school community. 	
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Priority #2: Physical and Architectural

North Star Montessori Elementary School will improve the accessibility of the physical and architectural environment for all individuals, including those with disabilities through the following actions:

Objectives	Actions	Timeline
Upgrade the staircase for entering and exiting the school.	<ul style="list-style-type: none"> Place tactile warning strips on the edge of each stair. 	2024-2025 academic year
	<ul style="list-style-type: none"> Paint the ground at the top of the steps in a bright colour. 	2023-2024 academic year COMPLETED
Upgrade the handrails on the staircase for entering and exiting the school.	<ul style="list-style-type: none"> Add a handrail to the opposite side so available on both sides (regular height). 	2025-2026 academic year
	<ul style="list-style-type: none"> Add a lower handrail all the way down so accessible for children to hold. 	2024-2025 academic year COMPLETED
	<ul style="list-style-type: none"> Paint the handrails a lighter colour so they do not hold heat. 	2023-2024 academic year COMPLETED
Notify families that an alternate entrance is available, with elevator access.	<ul style="list-style-type: none"> Provide all families with information regarding an alternate entrance to access the school if an elevator is needed. Add this information to the Parent Handbooks and welcome emails. 	2023-2024 academic year COMPLETED

Provide classrooms on south side of building a natural light alternative.	<ul style="list-style-type: none"> • Purchase a sun lamp for those teachers interested. • Purchase lamps that emit natural light so the overhead lights do not have to be on all the time. • Encourage these staff members to take their lunch break in a room that has access to natural light (not in the ASC room). 	2023-2024 academic year COMPLETED
Provide classrooms with a quiet corner for children to access when over-stimulated.	<ul style="list-style-type: none"> • Have teachers create a cozy corner in each of their classrooms so children have a place to go when need a break. 	2023-2024 academic year COMPLETED
Identify noise concerns for HSP and front-load them with strategies to cope with this.	<ul style="list-style-type: none"> • Create a plan for these students to access hallway on own (or supervised by a staff member) so the noise of the busy hallway does not affect them. • Identify where/what they are affected by (tennis carts, fire alarm testing, etc.) and have a pair of noise cancelling headphones available for them to use during those times. 	2023-2024 academic year COMPLETED

Priority #3: School Policy and Practice

North Star Montessori Elementary School will review and revise policies and practices to ensure they align with the principles of accessibility, and to address any identified gaps in staff training or knowledge on accessibility issues.

Objectives	Actions	Timeline
Provide access to special uniforms for students who identify as HSP	<ul style="list-style-type: none"> • Expand dress code to include options for students who identify as HSP. • Have this available for purchase along with other school uniforms. 	2023-2024 academic year COMPLETED

Summarize and celebrate current accessibility practices within the school.	<ul style="list-style-type: none"> Conduct an audit of school accessibility practices and summarize the results 	2023-2024 academic year COMPLETED
	<ul style="list-style-type: none"> Provide information to staff about current accessibility practices within the school and examples 	2023-2024 academic year COMPLETED
Identify areas needed for further staff training on accessibility issues	<ul style="list-style-type: none"> Develop priorities for staff accessibility training and develop or identify training modules for staff 	2023-2024 academic year COMPLETED
	<ul style="list-style-type: none"> Develop an implementation plan to provide the accessibility training needed for current staff and new staff induction 	2024-2025 academic year

Priority #4: Technology

North Star Montessori Elementary School will increase awareness and training on assistive technology for students with disabilities.

Objectives	Actions	Timeline
Provide access and training for the various technology tools needed	<ul style="list-style-type: none"> Professional development for staff. Technology implementation plan for training and supporting students in technology use 	2025-2026 academic year

Section 8: Monitoring and Evaluation

The Accessibility Team meets quarterly to review progress and evaluate the effectiveness of the plan's implementation and plan for increased accessibility throughout the school. The Team will ensure the following steps are taken regarding the Three-Year Accessibility Plan:

1. Prepare an annual status report on the progress of the measures taken to implement the plan.
2. Review and update the Three-Year Accessibility Plan every three years in consultation with persons with disabilities and other relevant community members.

Section 9: How to Give us Feedback

In addition to the public availability of the plan, North Star Montessori Elementary School will continue to post an annual status report on the progress of the Three-Year Accessibility Plan on the school's website. Accessible formats of the plan will be made available upon request.

Questions, comments or feedback regarding the Accessibility Plan may be directed to:

Christie Stanford via email at infant-toddler@northstarmontessori.ca.

Section 10: Appendices

Appendix A: About Disability

The Disability Continuum

Although there is no universally accepted meaning for the word "disability". However, the Ontario Human Rights Code provides definitions of disability that form our guiding principles. Definitions of disability can be placed on a continuum. At one end, disability is explained in terms of medical conditions (medical model). At the opposite end, disability is explained in terms of the social and physical contexts in which it occurs (environmental model).

The medical model focuses on deficiencies, symptoms and treatments. The World Health Organization's (WHO) 1976 definition for disability, for example, is "any restriction or lack (resulting from an impairment) of ability to perform an activity in the manner or within the range considered normal for a human being." Medical model definitions promote the idea that disability is a deviation from the norm.

Many people with disabilities are troubled by definitions that regard disability as abnormal, preferring instead to portray disability as commonplace, natural, and in fact, inevitable. As people age, they experience gradual declines in visual acuity, auditory sensitivity, range of motion, bodily strength and mental powers. Significant functional limitations affect almost half of people between the ages of 55 and 79, and over 70% of people over 80 (World Health Organization (WHO) report titled "Ageing and health", 2015). Beyond middle age, disability is the norm.

The environmental model explains disability in relation to social and physical contexts. In this view, the environment, not an individual's medical condition, causes disability. For example, during an electrical blackout, a person who is completely blind can effortlessly navigate around the home, hammer nails, and, if a Braille user, read a novel.

A sighted person would be unable to perform these tasks easily, if at all. In this example, the environment disables the sighted person.

The environmental model emphasizes that people with disabilities are capable individuals, and it is the barriers in the built and human environments, not their medical conditions, that create disability. Disability occurs when the world is designed only for a certain way of living, without considering the natural variation among human beings. Barriers are created by humans, and modifying how we live, the tools we use, and our understanding of the proper way to do things can eliminate or minimize design problems that cause barriers. Systematic barriers can be eliminated by modifying policies, plans, and processes. Attitudes that cause barriers can be addressed through disability awareness, respect, and positive interactions with people with disabilities.

Types of Disability and Functional Limitations

A person's disability may make it physically or cognitively challenging to perform everyday tasks such as operating a keyboard, reading a sign, differentiating colours, distinguishing sounds, climbing stairs, grasping small items, remembering words, or doing arithmetic.

There are many kinds of disabilities, including physical, sensory, hearing, mental health, developmental and learning. Disabilities can be visible or invisible.

Visual Disabilities

Visual disabilities reduce one's ability to see clearly. Very few people are totally blind. Some have limited vision such as tunnel vision, where a person has a loss of peripheral or side vision, or a lack of central vision, which means they cannot see straight ahead. Some can see the outline of objects while others can see the direction of light. Impaired vision can restrict a person's ability to read signs, locate landmarks or see hazards. In some cases, it may be difficult to tell if a person has a visual disability. Others may use a guide dog or white cane.

Here are some suggestions to help you interact with people with visual disabilities:

- Identify yourself when you approach the person and speak directly to them.
- Speak normally and clearly.
- Avoid referring to the disability or using phrases like "handicapped".
- Unless it is an emergency, only touch the person if you have been given permission.

- If you offer assistance, wait until you receive permission.
- Offer your arm (the elbow) to guide the person and walk slowly.
- Service animals are working and have to pay attention at all times. Refrain from engaging with the animal.
- If you're giving directions or verbal information, be precise and clear. For example, if you're approaching a door or an obstacle, say so. Don't just assume the individual can't see you.
- When entering a room, show the individual to a chair, or guide them to a comfortable location.
- Identify landmarks or other details to orient the person to the environment around them.
- Ensure you say good-bye prior to leaving the individual.
- Be patient. Things may take a little longer.

Hard of Hearing and Deafness

People who have hearing loss may be deaf or hard of hearing. Like other disabilities, hearing loss has a wide variety of degrees. People who are hard of hearing may require assistive devices when communicating. While some people may use sign language, notes or hearing aids when communicating, others may also use email, pagers, TTY telephone service or Bell Canada Relay Service.

Here are some suggestions to help you interact with people who are deaf or hard of hearing:

- Always ask how you can help. Don't shout.
- Avoid referring to the disability or using phrases like "handicapped".
- Attract the person's attention before speaking. The best way is a gentle touch on the shoulder or gently waving your hand.
- Make sure you are in a well-lighted area where the person can see your face.
- Look at and speak directly to the person. Address the person, not their interpreter.
- If necessary, ask if another method of communicating would be easier, for example a pen and paper.

- Keep your face clearly visible when speaking.
- Be clear and precise when giving directions and repeat or rephrase if necessary. Make sure you have been understood.
- Service animals are working and have to pay attention at all times. Refrain from engaging with the animal.
- Any personal (e.g., financial) matters should be discussed in a private room to avoid other people overhearing
- Be patient. Communication for people who are deaf is different because their first language may not be English. It may be American Sign Language (ASL).
- If the person uses a hearing aid, try to speak in an area with few competing sounds.

Physical Disabilities

There are many types and degrees of physical disabilities and not all require a wheelchair. For example, people who have arthritis, heart or lung conditions, or amputations may also have difficulty moving, standing or sitting. It may be difficult to identify a person with a physical disability.

Here are some suggestions to help you interact with people with physical disabilities:

- Speak normally and directly to the person rather than someone who is with them.
- People with physical disabilities often have their own ways of doing things. Ask before you help.
- Avoid referring to the disability or using phrases like “handicapped”.
- Be patient and be sure you understand their needs.
- Unless it is an emergency, refrain from touching any assistive devices, including wheelchairs.
- Provide the person with information about accessible features of the immediate environment (automatic doors, accessible washrooms, etc.).

Intellectual Disabilities

People with intellectual or developmental disabilities may have difficulty doing many things most of us take for granted. These disabilities can mildly or profoundly limit one's ability to learn. You may not be able to know that someone has one of these disabilities unless you are told, or you notice the way people act, ask questions or body language.

Here are some suggestions to help you interact with people with intellectual disabilities:

- As much as possible, treat the person with an intellectual disability like anyone else. They may understand more than you think, and they will appreciate you treating them with respect.
- Don't assume what a person can or cannot do.
- Avoid referring to the disability or using phrases like "handicapped".
- Use simple words and short sentences.
- Make sure the person understands what you've said.
- If you can't understand what's being said, ask again.
- Give one piece of information at a time.
- Be polite and patient.
- Speak directly to the person, not to someone who is with the person.

Learning or Cognitive Disabilities

Learning or cognitive disabilities can result in a host of different communications difficulties for people. They can be subtle, as in having difficulty reading, or more pronounced, but they can interfere with the person's ability to receive, express or process information. You may not be able to know that someone has one of these disabilities unless you are told, or you notice the way people act, ask questions or body language.

Here are some suggestions to help you interact with people with learning disabilities or disabilities:

- Patience and a willingness to find a way to communicate are your best tools.
- Recognize that some people with communication difficulties use augmentative communication systems such as Signed English and Picture Exchange System.
- When you know that someone with a learning disability needs help, ask how you can best help.
- Speak normally and clearly, and directly to the person
- Take some time — people with some kinds of disabilities may take a little longer to understand and respond.
- Try to find ways to provide information in a way that works best for them. For example, have a paper and pen handy.
- If you're dealing with a child, be patient, encouraging and supportive.
- Avoid referring to the disability or using phrases like "handicapped".
- Be courteous and patient and the person will let you know how to best provide service in a way that works for them.

Mental Health Disabilities

People with mental health disabilities look like anyone else. You won't know that the person has a mental health disability unless you're informed of it. But if someone is experiencing difficulty in controlling their symptoms or is in a crisis, you may need to help out. Be calm and professional and let the person tell you how you can best help.

Here are some suggestions to help you interact with people with mental health disabilities:

- Treat people with a mental health disability with the same respect and consideration you have for everyone else.
- Be confident and reassuring and listen to persons with a mental health disability and their needs.
- If someone appears to be in a crisis, ask him or her to tell you the best way to

help.

- Take the person with a mental health disability seriously, and work with them to meet their needs.

Speech and Language Disabilities

Some people have communication challenges. It could be the result of cerebral palsy, hearing loss, or another condition that makes it difficult to pronounce words, causes slurring or stuttering, or not being able to express oneself or understand written or spoken language. Some people who have severe difficulties may use communication boards, sign language or other assistive devices.

Here are some suggestions to help you interact with people with speech and language disabilities:

- Just because a person has one disability doesn't mean they have another. For example, if a person has difficulty speaking; make no assumption they have an intellectual disability as well.
- If you don't understand, ask the person to repeat the information.
- Avoid referring to the disability or using phrases like "handicapped".
- If you are able, ask questions that can be answered 'yes' or 'no'.
- Take some time. Be patient and polite and give the person whatever time they need to get their point across.
- Allow the individual to finish their sentences themselves without interruption.
- Patience, respect and a willingness to find a way to communicate are your best tools.

Deaf-Blind Disabilities

A person who is deafblind cannot see or hear to some extent. This results in greater difficulties in accessing information and managing daily activities. Most people who are deafblind will be accompanied by an intervener, a professional who helps with communicating. Interveners are trained in special sign language that involves touching the hands of the client in a two-hand, manual alphabet or finger spelling, and may guide and interpret for their client.

Here are some suggestions to help you interact with people who are deafblind:

- Make no assumptions about what a person can or cannot do. Some deaf-blind people have some sight or hearing, while others have neither.
- Avoid referring to the disability or using phrases like “handicapped”.
- A deaf-blind person is likely to explain to you how to communicate with them or give you an assistance card or a note explaining how to communicate with them.
- Speak directly to the person, as you normally would, not to the intervener.
- Identify yourself to the intervener when you approach the person who is deaf-blind.
- Don’t touch service animals – they are working and have to pay attention at all times.
- Unless it’s an emergency, refrain from touching a deaf-blind person without permission.

Appendix B: Suggested References/Resources

Global, Canadian and Local Accessibility Context and Legislation

[United Nations Convention on the Rights of Persons with Disabilities](#)

[Canada Ratifies the UN Convention on the Rights of Persons with Disabilities](#)

[Canadian Charter of Rights and Freedoms](#)

[British Columbia Framework for Accessibility Legislation](#)

[Accessible British Columbia Act](#)

[BC Accessibility Legislation Plan Language Summary](#)

Accessibility Planning Resources for Schools and School Boards:

[BC Accessibility Hub](#)

[Developing Your First Accessibility Plan: A Guide for BC Prescribed Organizations](#)

[Creating an Accessibility Committee](#)

[Universal Design](#)

[Special Education Technology BC \(SET BC\)](#)

[Accessible Resource Centre - BC](#)

[Standards Council of Canada](#)

[B6521-95 Barrier-Free Design](#)

[A Guide to Creating Accessible Play Spaces](#) (Rick Hansen Foundation)

[Canadian National Institute for the Blind \(CNIB\)](#)

[Provincial Resource Centre for the Visually Impaired \(PRCVI\)](#)

[Canadian Hard of Hearing Association](#)

[Canadian Hearing Services](#)

[Provincial Outreach Program for the Deaf and Hard of Hearing \(POPDHH\)](#)

[Auditory Outreach Provincial Resource Program](#)

[Provincial Outreach Program for Students with Deafblindness](#)

[Provincial Inclusion Outreach Program](#) (Complex Needs)

[Provincial Outreach Program for Autism and Related Disorders](#)

[Provincial Outreach Program for Fetal Alcohol Spectrum Disorder](#)

[Multiple Sclerosis Society of Canada](#)

[Learning Disabilities Association of Canada](#)

[Brain Injury Canada](#)

[Spinal Cord Injury Canada](#)

[Tourette Canada](#)

[Kelty Mental Health](#) (BC Children's Hospital)

[Gifted Children's Association of BC](#)

[Specialist Association of Gifted Educators in BC](#)