

OP. 37 Inclusion & Accommodation

PURPOSE

This policy establishes guidelines for fostering inclusion and accommodation for The Works programs and services.

SCOPE

This policy applies to all customers and visitors who use The Works.

POLICY STATEMENT

- I. The Works recognizes the importance of recreation and leisure to the well-being of all individuals. Some of our users may require additional support or accommodation during their use of the facility.
- II. The Works welcomes parents/guardians as well as support personnel to work with us to develop an accommodation plan. Accommodations and program modifications must be discussed and arranged with the appropriate Division Manager. The Works endeavours to accommodate all participants to the point of undue hardship.
- III. A participant may require extra support if any of the following applies, but is not limited to:
 - i. Extra support is required at school in the classroom.
 - ii. A physical, medical, developmental and/or learning disability exists that affects the safety of the participant or that of others.
 - iii. Extra support is needed at home for basic care such as dressing and toileting.
 - iv. Participant is currently associated with a support agency or program.
- IV. The safety and wellbeing of The Works employees, the participant and other customers is a priority. Behaviour that is inappropriate, disruptive or abusive will not be tolerated.

AUTHORITY

The Manager of Aquatics and Recreation and Manager of Fitness and Student Services are responsible to the Director/General Manager for the administration of this policy.

RESPONSIBILITY

The Manager of Aquatics and Recreation and Manager of Fitness and Student Services are responsible to enforce and communicate this policy.