

AODA Commitment and Accessibility Plan

Accessibility Statement

Montessori Academy is committed to ensuring equal access and participation for people with disabilities. We commit to treating people with disabilities in a way that allows them to maintain their dignity and independence. We believe in integration and we are committed to meeting the needs for people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and meeting our accessibility requirements under the Accessibility for Ontarians with Disabilities Act and Ontario's Accessibility laws.

Accessibility Achievements

Maintenance & Facilities

- Continual improvements to facilities take into account AODA and accessibility as per consultation with architects and contractors.
- Monthly Facilities Committee meetings include regular solicitation of feedback from staff on maintenance that is required, including safety and accessibility concerns.
- In 2023, Montessori Academy received \$100,000 from Canada's Enabling Accessibility Fund for Small Projects, which will be used to make the location at 311 Oxford St. East accessible with the installation of an elevator.

Customer Service, Information & Communications

- Feedback process allows MA families, prospective families and the public to provide comments through the website, by email, phone or in-person.
- Staff training provided on AODA best practices, issues and compliance annually via HR training provider.
- The school's website is AODA compliant and is updated according to best practices as per our web design provider.
- Marketing brochures developed in text-reader-friendly format found under the **News/ Publications** tab on our school website.

AODA website standards

Montessori Academy of London is committed to making its website available to as many people as possible meeting the requirements of the Accessibility for Ontarians with Disabilities Act (AODA) and makes every effort to ensure its communications are accessible to those with special needs, including those with visual, hearing, cognitive and motor impairments.

AODA website standards (continued)

We recognize that many internet users find websites difficult to use. This is an important issue, and in response, we have developed this website to be accessible in accordance with the World Wide Web Consortium (W3C) guidelines.

Future Planning

Maintenance & Facilities

- Accessibility will continue to be addressed as renovations are planned at our various locations.

Customer Service, Information & Communications

- Materials developed in support of marketing, customer service will be reviewed at least every two years.
- Brochures will be updated and text-reader-friendly format as they are developed, updated, and printed.
- Plans are in place for videos and social media posts to be captioned as they are developed.