Royal York Football Club's commitment to the Accessibility for Ontarians with Disabilities Act

Purpose

Royal York FC is committed to providing an inclusive and accessible environment in which all individuals are treated with dignity, independence, equality of opportunity, and respect. The Club ensures that players, families, staff, and community members can participate fully in our programs and services, regardless of disability or required accommodations.
Royal York FC further commits to meeting the requirements of the Accessibility for Ontarians with Disabilities Act, 2005, and Ontario Regulation 429/07, through the development, implementation, and ongoing review of the Royal York FC Accessibility Policy. The Club will take all necessary steps to identify, remove, and prevent barriers to participation and to ensure compliance with all applicable accessibility standards.

Scope and Application

This policy applies to all individuals acting on behalf of Royal York Football Club, including employees, contractors, coaches, volunteers, and any representatives who interact with members of the public. All players, parents, guardians, and associated club members are expected to adhere to the standards outlined in this policy. Non-compliance may result in corrective or disciplinary action, up to and including termination of employment or contract, removal from volunteer duties, and/or dismissal from the Club.

Definitions

- Club: hereby referred to as Royal York Football Club (RYFC)
- Disability: (a) any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a

brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,

(b) a condition of mental impairment or a developmental disability,

(c) a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,

(d) a mental disorder, or

(e) an injury or disability for which benefits were claimed or received under the insurance plan established under the *Workplace Safety and Insurance Act, 1997*; ("handicap")

- Accommodation: the steps an organization takes to remove barriers and support individuals with disabilities so they can access services, programs, and opportunities equally. This includes modifying policies, practices, communication, or environments to meet individual accessibility needs.
- Barrier: anything that prevents a person with a disability from fully participating in all aspects of society because of his or her disability, including a physical barrier, an architectural barrier, an information or communications barrier, an attitudinal barrier, a technological barrier, a policy or a practice; ("obstacle")
- Assistive device: any tool, technology, or equipment that facilitates the performance of everyday tasks by a person with a disability
- Support person: an individual who accompanies a person with a disability to assist them with communication, mobility, personal care, medical needs and/or access to services.
- Service animal: an animal that accompanies a person with a disability and provides support related to that disability

Commitment

Royal York FC prides itself in fostering an inclusive environment where all players are respected, treated equally and maintain their dignity and independence regardless of their disabilities and the accommodations they require.

This policy includes the following provisions and principles:

- RYFC strives for excellence ensuring that individuals interested in and/or participating in programs will have equal opportunity to access goods, services and programs in the same manner as all other players.
- RYFC will include accommodation requests/needs into registration materials to ensure adequate time and preparation is provided to remove any potential

barriers to participation. Additional information may be requested by RYFC to ensure that accommodation needs are supported and met.

- Individuals with disabilities are supported and encouraged to use assisted devices and/or support person/service animals to access and participate in RYFC programs and services.
- The players confidentiality will be maintained, and information will only be shared on as needed basis with coaches, staff and club leadership
- When interacting with an individual with a disability they shall be communicated in their preferred method ensuring that they are able to receive and obtain information sufficiently.
- When facilities currently used by RYFC do not meet AODA requirements, the Club will incorporate accessibility considerations into all future facility planning and rental decisions. Priority will be given to securing spaces that support the accommodation needs of players, families, and community members with disabilities.
    - Accessibility concerns will be brought to the attention of the facility operators with recommendations on upgrades to meet AODA codes and regulations.

Practices and Procedures

The implementation of this policy will require RYFC to continuously review and re-evaluate its currently policies, practices and procedures. The Club will provide additional information and training to staff, as required, to ensure this policy is consistently applied and upheld. AODA training and current accommodation plans for players will be added to the onboarding package for new staff and will be reviewed at team meetings throughout the year. Training will emphasize supporting all individuals in accessing goods, services and programs in a manner that is equitable, respectful, and dignified.

Notice of Temporary Disruption

When a planned disruption to any programs, service or rented facility used by RYFC is expected, the Club will provide advance notice to members and patrons, including information about the nature of the disruption and any available alternative arrangements. In the case of an unexpected disruption, the Club will act promptly to inform members and will work to resolve the issue as quickly as possible. Notices will be posted as soon as the disruption becomes known and will outline the reason for the disruption, the anticipated duration, and any accessible alternatives for obtaining or using the affected programs, services or facilities.

Accommodation Requests

RYFC is committed to ongoing improvement in accessibility and encourages players, parents, and community members to submit accommodation requests in person or by email contact@royalyorkfc.com. All accommodation requests will be treated as confidential and shared only with the coaches, staff, or club leadership who require the information to support the request. The Club will acknowledge all accommodation-related inquiries or concerns within seven business days.