



## Council Policy

### Accessibility for People with Disabilities

|                              |   |
|------------------------------|---|
| <b>Program Impacted</b>      | <p>Social Support</p> <p><i>Edmontonians have what they need to succeed.</i></p> <p>Positive Employee Experience</p> <p><i>The City of Edmonton's employees are safe and supported to achieve their aspirations and deliver excellent services.</i></p> |
| <b>Number</b>                | C602A   |
| <b>Date of Approval</b>      | TBD   |
| <b>Approval History</b>      | September 24, 2019  |
| <b>Next Scheduled Review</b> | 2029  |

#### Statement

Edmonton aims to be an accessible city by:

- Providing equitable access and opportunity for people with disabilities to access, participate and contribute to City programs, services, practices and spaces.
- Proactively identifying, removing and preventing barriers to City programs, services, practices and spaces. Barriers include attitudinal, systemic, physical, technology, and communication or informational.
- Promoting a workplace culture of inclusion where qualified applicants and employees with disabilities have equitable access to employment opportunities, career development, and reasonable accommodation.
- Incorporating Canadian accessibility best practices into the City's programs, services, practices and spaces.

- Developing communities and employment areas that are accessible for everyone through their built form and range of mobility choices including transit (buses and LRT) and active transportation (rolling, walking and cycling).
- Creating awareness and encouraging community groups, businesses, institutions and organizations to incorporate accessibility in their programs, services, practices, developments and infrastructure.

### Guiding Principles

To support the full participation of people with disabilities, the City of Edmonton:

- Designs its programs, services, practices and spaces using Universal Design principles with a focus on accessible design.
- Works with development industry partners to incorporate accessibility into the planning and development of the built form at the site and neighbourhood level.
- Establishes funding in its budgets for accessibility.
- Pursues financial and non-financial partnerships to advance accessibility.
- Integrates accessibility considerations with the provision of community funding.
- Monitors and reports progress on accessibility outcomes.
- Practices continuous improvement in accessibility by seeking feedback from Edmontonians with disabilities and advocacy organizations.

### References

- [Accessible Canada Act - 2019](#)
- [United Nations Convention on the Rights of Persons with Disabilities](#)

### Definitions:

#### Accessible Design

Accessible design is a design process in which the needs of people with disabilities are specifically considered.

#### Accessibility

Accessibility refers to the absence of barriers that prevent individuals and/or groups from fully participating, contributing and benefiting from all social, economic, cultural, spiritual and political aspects of society. The

term also refers to rights to access, and to universal design characteristics of products, devices, information, programs, services, practices and spaces that enable independent use, or support when required, and access by people with a variety of disabilities, both visible or invisible.

### Barrier

Barrier means anything, including any attitudinal, systemic, physical, technology, communication or informational barrier; anything that is the result of a policy or a practice that hinders the full and equitable participation in society of persons with a physical, mental, intellectual, learning, communication or sensory impairment or a functional limitation.

### Built Form

The built form of a city refers to the physical design of its streets, sidewalks, buildings and public spaces.

### Disability

Disability means any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment - or a functional limitation - whether permanent, temporary or episodic in nature or evident or not, that, in interaction with a barrier, hinders a person's full and equal participation in society (Accessible Canada Act, 2019).

### Equitable

Treating people according to their diverse needs in a way that enables them to access, participate, perform, and engage to the same extent.

### Spaces

All City owned and occupied infrastructure including facilities, open space, and transportation in the public realm including:

- Facilities: all City of Edmonton-owned and occupied buildings.
- Open Space: all City of Edmonton-owned outdoor land (hard or soft surface) or water that is publicly accessible, including trails, playgrounds, and sports fields.
- Transportation: the City's system for taking people from one place to another including streets, paths of travel (sidewalks, pathways, bike lanes), parking and transit.

### Reasonable accommodation

Reasonable accommodation means necessary and appropriate modification and adjustments not imposing an undue hardship, where needed in a particular case, to ensure people with disabilities have access and opportunities on an equitable basis with others.

### Universal Design

Universal Design is 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 age, size or ability. By considering the diverse needs and abilities of all throughout the design process, universal design creates products, services, and environments that meet an individual's needs.