



Accessibility Customer Service Standard Policy for Minor Fisheries Ltd.

BACKGROUND

In 2005, the government of Ontario passed the *Accessibility for Ontarians with Disabilities Act* (AODA). Under this act, the Ontario government created accessibility standards for the following areas: customer service, employment, information and communications, transportation, and built environment. The Accessibility Standard for Customer Service will affect the private, non-profit, and public sectors and will apply to all people and organizations in Ontario that provide goods or services, and have one or more employees. Accessible customer service under this regulation requires organizations to ensure that the accommodation needs of people with disabilities are met.

INTENT

This policy is intended to meet the requirements of the Accessibility Standards for Customer Service, Ontario Regulation 429/07 under the Accessibility for Ontarians with Disabilities Act, 2005 and applies to the provision of goods and services to the public or other third parties, not to the goods themselves.

All goods and services provided by **Minor Fisheries Ltd.** shall follow the principles of dignity, independence, integration and equal opportunity.

SCOPE

- a) This policy applies to the provision of goods and services at the premises owned and operated by **Minor Fisheries Ltd.**
- b) This policy applies to employees, volunteers, agents and/or contractors who deal with the public or other third parties that act on behalf of **Minor Fisheries Ltd.**, including when the provision of goods or services occurs off the premises of **Minor Fisheries Ltd.**

such as in: deliveries, catering events, central ordering centers and third party marketing agencies.

- c) The section of this policy that addresses the use of guide dogs, service animals and service dogs only applies to the provision of goods and services that take place at premises owned and operated by **Minor Fisheries Ltd.**
- d) This policy shall also apply to all persons who participate in the development of the **Minor Fisheries Ltd.'s** policies, practices and procedures governing the provision of goods and services to members of the public or third parties.

DEFINITIONS

Assistive Device – is a technical aid, communication device or other instrument that is used to maintain or improve the functional abilities of people with disabilities. Personal assistive devices are typically devices that guests bring with them such as a wheelchair, walker or a personal oxygen tank that might assist in hearing, seeing, communicating, moving, breathing, remembering and/or reading.

Disability – the term disability as defined by the Accessibility for Ontarians with Disabilities Act, 2005, and the Ontario Human Rights Code, refers to:

- 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;
- a condition of mental impairment or a developmental disability;
- a learning disability, or dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;
- a mental disorder; or
- an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.

Guide Dog – is a highly-trained working dog that has been trained at one of the facilities listed in Ontario Regulation 58 under the Blind Persons' Rights Act, to provide mobility, safety and increased independence for people who are blind.

Service Animal – as reflected in Ontario Regulation 429/07, an animal is a service animal for a person with a disability if:

- it is readily apparent that the animal is used by the person for reasons relating to his or her disability; or
- the person provides a letter from a physician or nurse confirming that the person requires the animal for reasons relating to the disability.

- **Service Dog** – as reflected in Health Protection and Promotion Act, Ontario Regulation 562 a dog other than a guide dog for the blind is a service dog if:
 - it is readily apparent to an average person that the dog functions as a service dog for a person with a medical disability; or
 - the person who requires the dog can provide on request a letter from a physician or nurse confirming that the person requires a service dog.

Support Person – as reflected in Ontario Regulation 429/07, a support person means, in relation to a person with a disability, another person who accompanies him or her in order to help with communication, mobility, personal care, medical needs or access to goods and services.

GENERAL PRINCIPLES

In accordance with the Accessibility Standards for Customer Service, Ontario Regulation 429/07, this policy addresses the following:

- A. The Provision of Goods and Services to Persons with Disabilities
- B. The Use of Assistive Devices
- C. The Use of Guide Dogs, Service Animals and Service Dogs
- D. The Use of Support Persons
- E. Notice of Service Disruptions
- F. Customer Feedback
- G. Training
- H. Notice of Availability and Format of Required Documents

A. The Provision of Goods and Services to Persons with Disabilities

Minor Fisheries Ltd. will make every reasonable effort to ensure that its policies, practices and procedures are consistent with the principles of dignity, independence, integration and equal opportunity by:

- ensuring that all guests receive the same value and quality;
- allowing guests with disabilities to do things in their own ways, at their own pace when accessing goods and services as long as this does not present a safety risk;
- using alternative methods when possible to ensure that guests with disabilities have access to the same services, in the same place and in a similar manner;
- taking into account individual needs when providing goods and services; and
- communicating in a manner that takes into account the guest's disability.

B. Assistive Devices

Guest's Own Assistive Device(s):

Persons with disabilities may use their own assistive devices as required when accessing goods or services provided by **Minor Fisheries Ltd.**

In cases where the assistive device presents a safety concern or where accessibility might be an issue other measures will be used to ensure the access of goods and services.

For example, open flames and oxygen tanks cannot be near one another. Therefore, the accommodation of a guest with an oxygen tank may involve extinguishing candles and ensuring the guest is seated in a location that would be considered safe for both the guest and other patrons. Or, where elevators are not present and where an individual requires assistive devices for the purposes of mobility, tables that are easily accessible will be made available based on the availability of seats.

C. Guide Dogs, Service Animals and Service Dogs

A guest with a disability that is accompanied by a guide dog or service dog will be allowed access to premises that are open to the public unless otherwise excluded by law.

Other types of service animals are not permitted into the restaurant due to the Health Protection and Promotion Act, Ontario Regulation 562 Section 60.

Exclusion Guidelines:

If a guide dog, service animal or service dog is excluded by law, **Minor Fisheries Ltd.** will offer alternative methods to enable the person with a disability to access goods and services, whenever possible (for example, securing the animal in a safe location and offering the guidance of an employee).

Applicable Law:

The Health Protection and Promotion Act, Ontario Regulation 562 Section 60, normally does not allow animals in places where food is manufactured, prepared, processed, handled, served, displayed, stored, sold or offered for sale. It does allow guide dogs and service dogs to go into places where food is served, sold or offered for sale. However, other types of service animals are not included in this exception.

Dog Owners' Liability Act, Ontario: If there is a conflict between a provision of this Act or of a regulation under this or any other Act relating to banned breeds (such as pitbulls) and a provision of a by-law passed by a municipality relating to these breeds, the provision that is more restrictive in relation to controls or bans on these breeds prevails.

Recognizing a Guide Dog and/or Service Dog:

If it is not readily apparent that the dog is being used by the guest for reasons relating to his or her disability, **Minor Fisheries Ltd.** may request verification from the guest.

Verification may include:

- a letter from a physician or nurse confirming that the person requires the animal for reasons related to the disability;
- a valid identification card signed by the Attorney General of Ontario; or,
- a certificate of training from a recognized guide dog or service animal training school.

Care and Control of the Animal:

The guest that is accompanied by a guide dog, service dog or service animal is responsible for maintaining care and control of the animal at all times.

Allergies:

If a health and safety concern presents itself, for example in the form of a severe allergy to the animal, **Minor Fisheries Ltd.** will make all reasonable efforts to meet the needs of all individuals.

D. Support Persons

If a guest with a disability is accompanied by a support person, **Minor Fisheries Ltd.** will ensure that both persons are allowed to enter the premises together and that the guest is not prevented from having access to the support person.

In situations where confidential information might be discussed, consent will be obtained from the guest, prior to any conversation where confidential information might be discussed.

Admission Fees:

Fees will not be charged for support persons for admission to **Minor Fisheries Ltd.'s** premises.

E. Notice of Disruptions in Service

Service disruptions may occur due to reasons that may or may not be within the control or knowledge of **Minor Fisheries Ltd.** In the event of any temporary disruptions to facilities or services that guests with disabilities rely on to access or use **Minor Fisheries Ltd.'s** goods or services, reasonable efforts will be made to provide advance notice. In some circumstances such as in the situation of unplanned temporary disruptions, advance notice may not be possible.

Notifications will Include:

In the event that a notification needs to be posted, the following information will be included unless it is not readily available or known:

- goods or services that are disrupted or unavailable
- reason for the disruption
- anticipated duration
- a description of alternative services or options

Notification Options:

When disruptions occur, **Minor Fisheries Ltd.** will provide notice by:

- posting notices in conspicuous places including at the point of disruption, at the main entrance and at the nearest accessible entrance to the service disruption and/or on the Restaurant website;
- contacting guests with reservations;
- verbally notifying guests when they are making a reservation; or
- by any other method that may be reasonable under the circumstances.

F. Feedback Process

Minor Fisheries Ltd. shall provide guests with the opportunity to provide feedback on the service provided to guests with disabilities. Information about the feedback process will be readily available to all guests and notice of the process will be made available on signage at the check-out as well as on the company's website. Feedback forms along with alternate methods of providing feedback such as, verbally (in person or by telephone) or written (hand written, website or email), will be available upon request.

Submitting Feedback:

Guests can submit feedback to:

- Rodney Minor President/Owner
- 905-834-1354 or 905-736-0166
- 176 West St., Port Colborne, Ontario L3K 4E2
- catch@minorfisheries.net
- www.minorfisheries.net

Guests who wish to provide feedback verbally or by completing an onsite customer feedback form can do so with any **Minor Fisheries Ltd.** employee.

Guests that provide formal feedback will receive acknowledgement of their feedback, along with information about any resulting actions that were taken based on the concerns or complaints that were submitted.

G. Training



Training will be provided to:

- a) all employees, volunteers, agents and/or contractors who deal with the public or other third parties that act on behalf of **Minor Fisheries Ltd.**; for example: delivery drivers, caterers, central ordering centers and third party marketing agents; and,
- b) those who are involved in the development and approval of customer service policies, practices and procedures.

Training Provisions:

As reflected in Ontario Regulation 429/07, regardless of the format, training will cover the following:

- A review of the purpose of the Accessibility for Ontarians with Disabilities Act, 2005.
- A review of the requirements of the Accessibility Standards for Customer Service, Ontario Regulation 429/07.
- Instructions on how to interact and communicate with people with various types of disabilities.
- Instructions on how to interact with people with disabilities who:
 - use assistive devices;
 - require the assistance of a guide dog, service dog or other service animal; or
 - require the use of a support person (including the handling of admission fees).
- Instructions on how to use equipment or devices that are available at our premises or that we provide that may help people with disabilities.
- Instructions on what to do if a person with a disability is having difficulty accessing our services.
- **Minor Fisheries Ltd.**'s policies, procedures and practices pertaining to providing accessible customer service to guests with disabilities.

Training Schedule:

Minor Fisheries Ltd. will provide training as soon as practicable. Training will be provided to new employees, volunteers, agents and/or contractor who deal with the public or act on our behalf during orientation. Revised training will provided in the event of changes to legislation, procedures and/or practices.

Record of Training:

Minor Fisheries Ltd. will keep a record of training that includes the dates training was provided and the number of employees who attended the training.

H. Notice of Availability and Format of Documents

Minor Fisheries Ltd. shall notify guests that the documents related to the Accessibility Standards for Customer Service are available upon request and in a format that takes into account the guest's disability. Available formats include; website copy for those with assisting devices at home. Notification will be given by posting the information in a

conspicuous place owned and operated by **Minor Fisheries Ltd.**, the **Minor Fisheries Ltd.** website and/or any other reasonable method.

ADMINISTRATION

If you have any questions or concerns about this policy or its related procedures please contact:

- Rodney Minor President/Owner
- 905-834-1354 or 905-736-0166
- 176 West St., Port Colborne, Ontario L3K 4E2
- catch@minorfisheries.net
- www.minorfisheries.net

This policy and its related procedures will be reviewed as required in the event of legislative changes.

ACKNOWLEDGEMENT & AGREEMENT

I, _____, acknowledge that I have read and understand the Accessibility Standards for Customer Service Policy of **Minor Fisheries Ltd.**. Further, I agree to adhere to this Policy and will ensure that employees working under my direction adhere to these guiding principles. I understand that if I violate this Policy, I may face corrective action, up to and including termination of employment.

Name: _____

Signature: _____

Date: _____

Witness: _____

REFERENCED DOCUMENTS:

- Accessibility for Ontarians with Disabilities Act, 2005
- Accessibility Standards for Customer Service, Ontario Regulation 429/07
- Blind Person's Rights Act, 1990
- Dog Owners' Liability Act, Ontario

- Health Protection and Promotion Act, Ontario Regulation 562
- Ontario Human Rights Code, 1990