

Dasmesh Punjabi Accessibility Plan

Revised Tues., Sept. 6, 2024

Accessible BC Act

The Accessible British Columbia Regulation, under the Accessible British Columbia Act, came into force on September 1, 2022. The goal of the act is to improve opportunities for people with disabilities and involve them in identifying, removing, and preventing barriers to their full participation in the life of the province.

- [Legislation – Accessible BC Act](#)
- [Regulation – Accessible BC Act](#)
- [Accessibility Legislation Plain Language Summary](#)

What is Accessibility?

Accessibility means that all people can take part in their communities through work, play and other daily activities.

Accessibility is important for everyone, especially people with disabilities.

Accessibility is about removing barriers and increasing inclusion and independence for everyone.

Important Definition from the Accessible BC Act

1. **Disability:** An inability to participate fully and equally in society as a result of the interaction of an impairment and a barrier.
2. **Barrier:** Anything that hinders the full and equal participation in society of a person with an impairment.
3. **Impairment:** A physical, sensory, mental, intellectual, or cognitive impairment, which is permanent, temporary, or episodic.

Implementation of the Accessible BC Regulation:

1. **Accessibility Committee:** Dasmesh Punjabi School established an accessibility committee in Sept., 2024. The committee, in consultation with our student/parent/staff, are developing our accessibility plan.
2. **Accessibility Plan:** See DPS Plan below. This plan outlines our commitment to accessibility and the actions in our Three-Year Accessibility Plan for 2024-27.
3. **Annual Status Report:** Our DPS [Annual Status Report](#) (this is a DRAFT form – this link is not yet live) provides an outline of yearly goals with status updates.

Mechanism for Reporting Accessibility Accomplishments and Barriers

We have developed a Google Form to provide a mechanism to provide input about accessibility accomplishments and barriers at our school. See link here:

<https://forms.gle/6o2mYRg86fKqdt3V6>

The surveys are reviewed three times a year and are taken into consideration for future versions of the plan.

Dasmesh Punjabi School Accessibility Plan

1. **Objective:** Ensure equal access and full participation for all students, staff, and visitors.
2. **Scope:** Cover physical accessibility, digital accessibility, program accessibility, and communication.
3. **Implementation:** Develop actionable steps for modifications and accommodations.
4. **Evaluation:** Regular reviews and updates to the plan based on feedback and changing needs.
5. **Accessibility Committee**
 - a. Composition:
 - i. School Administration: Mr. Jaspal Dhaliwal (Principal); Mr. Loveraj Grewal (Business Manager); Mrs. Harbhajan Atwal (Gr. K – 5 Vice Principal); Ms. Kathy Fladager (Gr. 6 -12 Vice Principal); Mme Michelle Taenzer; Ms. Bernie Nixon (ELL Teacher); Mrs. Jocelyn Fabretti (Learning Services Teacher), students (TBD), and parents (TBD).
 - b. Responsibilities:
 - i. Oversee the development and implementation of the accessibility plan.
 - ii. Conduct regular meetings to review progress and address issues.
 - iii. Ensure all accessibility needs are being met and identify areas for improvement.
6. **Feedback Mechanism for the Public**
 - a. Methods of Feedback:
 - i. Online form on the school website.
 - ii. QR Code and/or Physical Suggestion Box.
 - iii. Anonymous Submissions: Allow for anonymous feedback to encourage open communication.
 - b. Public Awareness: Inform students (Morning Assembly), staff (Staff Meeting and email), and parents (PAC and email) about how to provide feedback.
 - c. Input from Inclusive Students (and/or their parents/guardians), and Staff
7. **Consultation:**
 - a. Build Accessibility questions into our annual student, family, and staff surveys.
 - b. Personalized meetings to gather specific input on accessibility needs and experiences.
8. **Involvement:**
 - a. Engage Inclusive individuals in the Accessibility Committee.
 - b. Implement suggestions and changes based on their direct feedback.
9. **Compliance Timeline**

- a. Prescribed Organizations Compliance:
 - i. Establish a timeline for full compliance with the Accessibility Act.
 - ii. Include milestones and deadlines for achieving various aspects of compliance.

10. Review and Adjust:

- a. Regularly review progress and adjust timelines as needed to meet compliance requirements.

11. Response to Feedback

- a. Acknowledgement: Acknowledge receipt of feedback within 5 business days.
- b. Assessment: Review and assess feedback within 10 business days.
- c. Action Plan: Develop an action plan for addressing valid concerns within 30 business days.
- d. Follow-Up: Inform the individual providing feedback of the actions taken within 45 business days.
- e. Final Resolution: based upon the parameters of the project/request, within 1 school year.

12. Compliance with Human Rights:

- a. Ensure that accessibility measures align with human rights obligations.
- b. Address and rectify any barriers that may hinder equal access and participation.

13. Principle of Immediate Access:

- a. Acknowledge that delays in accessibility improvements are still considered a denial of access.
- b. Prioritize timely and effective solutions to ensure all individuals can participate fully.

14. Standards Enforcement:

- a. Outline consequences for non-compliance with accessibility standards.
- b. Ensure adherence to established accessibility requirements.

15. Complaints and Appeals:

- a. Maintain a clear process for complaints and appeals beyond the current bottom-up approach.
- b. Include mechanisms for escalation and resolution of unresolved issues.

16. Monitoring and Reporting

- a. Regular Audits: Members of the Accessibility Committee to conduct periodic audits to ensure ongoing compliance and effectiveness of the accessibility plan.
- b. Annual Reports: Publish annual reports detailing progress, challenges, and future plans related to accessibility.

By implementing this comprehensive accessibility plan, Dasmesh Punjabi School aims to foster an inclusive environment that supports the needs of all individuals and complies with relevant legislation and human rights obligations.