

## *Multi Year Accessibly Plan and Policies for Camp Davern*

The Camp Davern Accessibly Plan is in effect from 2023 through until 2028. This policies will outline the actions the camp has implemented and will continue to implement in support of the improved opportunities for peoples with disabilities.

If you wish to review the plan and policies, they are available on request through our office at: [info@campdavern](mailto:info@campdavern).

The information below is provided as a brief summary.

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### Camp Davern Statement of Commitment

Camp Davern is committed to working towards supporting all people in a way that allows them to maintain their dignity and independence. As a camp that is inclusive in nature, we are committed to supporting the needs of people with disabilities and challenges. As such we will endeavor to support them through the removal of barriers to accessibility where possible. We will also strive with diligence to meet the accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

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### Communication of Information

Camp Davern is committed to communicating with all clients, staff and interested parties in a supportive and kind manner. In addition, we will communicate with individuals with disabilities in a way which is considerate to any specific need they have.

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## Training

At Camp Davern, we provide our staff specific and identified training on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. The training that is provided, is done in a way that supports and is consistent in relation to the duties of teach staff member.

Since the OADA guidelines were introduced, Camp Davern has included training on the subject matter as well as support for implementation to our staff team.

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## Information and communications

As an organization that supported the diverse needs of people, Camp Davern makes an effort to support the needs of people with disabilities. We accomplish this through consultation with people with disabilities in an effort to determine how best to communicate the information.

Camp Davern will implement new web development standards in seeking to comply with WCAG 2.0 Level AA. This implementation will be accomplished in the anticipated rebuild of our website in 2025.

## Feedback

Camp Davern welcomes feedback from the public that is received in a constructive and non-harassing manner. We accept feedback through the following methods:

- By Letter
- In person or third person assistance

- By Phone or through video calling
- By Email

Support in the feedback process can be arranged if necessary. All feedback is reviewed by our management team. If there are any issues in the reporting or providing of feedback, you may reach out directly to our accessibility officer at: [info@campdavern.com](mailto:info@campdavern.com)

We will endeavor to notify the public through updates to our website in the event of disruption of goods, services or facilities that may be used by people with disabilities. Alternative options will be available when possible.

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## Employment

Camp Davern maintains a commitment to equal opportunity as well as fair and accessible employment practices.

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## AODA Compliance Reports

Camp Davern is committed to complying to all AODA requirements and auditing. Compliance reports are available upon request. Please contact our team at [info@campdavern.com](mailto:info@campdavern.com) or by phone at 613 770-5100