

## Accessibility Policy

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Policy Name	Accessibility	Approved By	SALT Director
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Policy Lead	Learning Strategists	Revision History	
Department	SALT		

MaKami College strives to provide a barrier-free environment that promotes the dignity and independence of its students, in compliance with federal and provincial legislation.

### Policy Purpose

The purpose of this policy is to facilitate wherever possible and appropriate access of College Students to educational programs, services, and facilities by identifying, preventing, and wherever reasonably possible removing or modifying barriers to accessibility while promoting a positive culture of safety and respect through collaboration and education.

### Definitions

- **Accessibility:** The degree to which a facility, service, or environment is made reasonably and physically usable by individuals who require such assistance.
- **Accommodation:** The process of making reasonable and prudent adjustments to remove physical barriers to ensure access to programs and services.
- **Barrier:** Any physical layout that prevents full physical or technical participation of a student in MaKami programs.
- **Disability:** A physical or mental impairment that may hinder full participation in MaKami programs.
- **Undue Hardship:** The point at which accommodations would not be reasonable, including the creation of excessive difficulty or expense for the College or its students.

### Scope

This policy applies to all:

- College facilities, programs, services, and activities.
- Students, staff, faculty, administrators and volunteers.

## Policy Details

### 1. Commitment to Accessibility

The College is committed to:

- 1.1. Creating and maintaining barrier-free physical environments that respect the dignity, rights, and independence of individuals.
- 1.2. Providing reasonable accommodations to ensure physical access to College programs and services.
- 1.3. Removing physical barriers where it is reasonable and prudent to do so.
- 1.4. Ensuring compliance with applicable accessibility legislation, including federal and provincial standards.
- 1.5. Promoting universal design principles where applicable and warranted.
- 1.6. Offering ongoing training to staff, faculty, and administrators on accessibility and accommodation practices.

### 2. Accommodations and Modifications

#### 2.1. Responsibilities of Students

- 2.1.1. Students are encouraged to disclose a disability requiring accommodation as early as possible to facilitate timely support.
- 2.1.2. Students must provide relevant medical documentation outlining their condition and needs, where applicable.
- 2.1.3. Students must work with the College to ensure that accommodation requests are reasonable and do not impinge upon the rights and access of fellow students.
- 2.1.4. Students must meet all academic and non-academic program requirements.

#### 2.2. Responsibilities of the College

- 2.2.1. Work collaboratively with students to assess and implement appropriate accommodations.
- 2.2.2. Maintain confidentiality of all accommodation requests and related documentation following the Personal Information Privacy Act (PIPA).
- 2.2.3. Ensure accommodations are reasonable, uphold academic integrity and program standards, and respect the rights and access of fellow students.

#### 2.3. Reasonable Accommodations

- 2.3.1. Accommodations will be determined on a case-by-case basis through consultation with the student, the SAS and SALT departments, building maintenance, College counsel and the faculty.

#### 2.4. Undue Hardship

- 2.4.1. The College may deny accommodations if they impose undue hardship.
- 2.4.2. Accommodations must balance the rights and needs of other students, ensuring they do not place significant disadvantages on other individuals, disrupt the College's ability to meet its responsibilities or adversely affect the broader College community.

2.4.3. Written justification will be provided if an accommodation request is denied.

3. Students have the right to appeal decisions regarding accessibility or accommodations. Appeals will be managed through the College's Appeals and Conflict Resolution Procedure to ensure fairness and transparency.

### Relevant Documents or Legislation

- Appeals and Dispute Resolution Procedure
- Accessibility for Albertans with Disabilities Act (AADA)
- Alberta Human Rights Act
- Canadian Charter of Rights and Freedoms

### Revision History Details