

1.0 POLICY

MacEwan University is committed to designing and constructing new and existing facilities that reasonably accommodate access by members of the MacEwan University community.

Further, MacEwan University is committed to the application of barrier-free design principles in the design and construction of new facilities.

2.0 RATIONALE AND GUIDING PRINCIPLES

2.1 Purpose

The purpose of this policy is to communicate MacEwan University's commitment to providing barrier-free access to its facilities, and to identify the principles and regulations supporting that commitment.

2.2 Rationale and Guiding Principles

In recognition of the Canadian Charter of Rights and Freedoms, Equality Rights provision and in accordance with its obligations and commitments in relation to the Alberta Human Rights Act, and its own values, MacEwan University is committed to the principles of inclusion and equality without discrimination.

3.0 SCOPE AND DEFINITIONS

3.1 Scope

All those involved in the design of facilities are subject to this policy; as are those who share responsibility for making, approving and/or implementing recommendations for the alteration of facilities to accommodate access, as outlined in this policy.

3.2 Definitions

3.2.1 Accommodation means making changes to certain rules, standards, policies, workplace cultures and physical environments to ensure that they do not have a discriminatory effect on a person because of the person's mental or physical disability, religion, gender or any other protected ground. (For purposes of this policy, "accommodation" refers primarily to alterations in the physical environment.)

3.2.2 Barrier-free design is the incorporation and use of design principles to construct an environment that is functional, safe and convenient for all users, including those with disabilities.

3.2.3 **Discrimination** (for the purpose of this and related policies) means differential treatment, whether intentional or not, of an individual or group of individuals which is based, in whole or in part, on one or more than one of the protected grounds identified in the Alberta Human Rights Act and which has an adverse impact on an individual or group of individuals (subject to the good faith, reasonable and justifiable defenses outlined in the Act).

4.0 REGULATIONS

- 4.1 MacEwan University shall apply barrier-free design principles and guides in the design and construction of new facilities, and shall use the most current Alberta Infrastructure Design Aid for Barrier Free Accessibility in Existing Buildings for the renovation of existing facilities.
- 4.2 MacEwan University shall use Canadian Standards Association (CSA) Standards to provide design assistance, and where the Alberta Building Code and CSA Standards address the same issues, the more stringent standards shall govern.
- 4.3 The officer responsible for finance and administration is accountable for oversight of this policy and related matters.
- 4.4 The officer responsible for university facilities is responsible for the implementation of this policy. This officer is responsible for the review and anticipation of accommodation needs to the facilities, for initiating and monitoring related procedures and programs, and for making the needed changes to the facilities and related processes.
- 4.5 Responsibility for compliance with MacEwan University's policies and procedures extends to all members of the MacEwan University community. Non-compliance may create risk for MacEwan University and will be addressed accordingly (see clause 4.5.1 "Respect for the law and university governance" of the university's policy D1200 Code of Conduct - Employees for additional guidance).

FACT SHEET

Relevant Dates

Approval 2012.09.27
Review: 2017.09

Source: Modification History

2009.10.08 New Policy approved by Board Motion 01-10-8-2009/10. (Replacing D4154 Accommodation of Persons with Physical Disabilities in University Facilities.)

2009.10.08 Terminology updated to reflect name change to Grant MacEwan University. Approved by Board motion 01-10-8-2009/10

2012.09.27 Revision to policy name approved by Board Motion 01-09-27-2012/13.

Accountability

Office of Accountability: Vice-President Finance and Administration
Office of Administrative Responsibility: Executive Director Facilities
Approved By: Board of Governors
Contact Area: The Facilities Department
Authority: Enactment of this policy shall be, at a minimum, in compliance with the Alberta Human Rights Act and Alberta Building Code, CSA

References:

Duty to accommodate students with disabilities in post-secondary educational institutions.
http://www.albertahumanrights.ab.ca/publications/bulletins_sheets_booklets/bulletins/469.asp#Responsibilities%20of%20student

Human Rights and Citizenship Commission: Human rights in the workplace.
<http://www.albertahumanrights.ab.ca/workplace.asp>

Freedom of Information and Protection of Privacy (FOIP) Act

Related Matters

Related procedures:
Related guidelines/manuals, forms:
Related topics:
Related policies: D1100 Respectful Workplace, E3400 Students with Disabilities, D1120 Duty to Accommodate Employees and Protected Grounds, D1400 Health and Safety, D5000 Facilities—Whole Life Cycle Sustainability, D7030 Emergency Preparedness