

Frontier School Division is committed to ensuring equal access and participation for persons of all abilities. We are committed to continue our work to create an environment where all individuals can thrive with dignity and independence. We believe in inclusion and are committed to meeting the needs of individuals who face barriers. We will do this by identifying, removing and preventing barriers to accessibility throughout the Division. A barrier to accessibility is anything, which limits or prevents a person from being able to receive information, goods and services or access to space and activities.

Information: [Frontier School Division Accessibility Plan](#)  
[The Accessibility for Manitobans Act](#)  
[The Manitoba Human Rights Code](#)

Adopted March 13-14, 2018		
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This regulation outlines how Frontier School Division supports and promotes accessibility for persons of all abilities. The terms used in this regulation are defined in *The Accessibility for Manitoban Act*.

## 1. Service Animals

Frontier welcomes the presence of a service animal for persons with disabilities. Staff shall accommodate a Service Animal when the animal is clearly identified through any of the following:

- Observation of a Service Animal Harness or Jacket.
- Handler indicates the animal to be a Service Animal.

Handlers may voluntarily present identification verifying the Service Animal Certification. Handlers are not required to present identification verifying the training or certification of a Service Animal. Staff may ask the Handler to indicate what work or tasks the Service Animal performs.

The care and control of the Service Animal shall be the sole responsibility of the Handler or designated person.

Service Animals are permitted to enter any site with the exception of those considered restricted. Restricted areas are those, which would affect the safety of the Service Animal or place the Handler or other staff at risk.

## 2. Support Person

Frontier welcomes a support person either hired or chosen to help a person with a disability as reasonably required when accessing our buildings or services. A support person provides services or assistance with communication, mobility, personal care and medical needs. Staff may ask the person with the disability to indicate the role of their support person.

Support persons are permitted the same access to our premises as the person with the disability. Any fees applicable to an event will be waived for a support person.

### 3. Assistive Devices

Frontier welcomes persons with disabilities to use their own personal assistive devices as required to access our facilities and services. Assistive Devices help persons with disabilities perform certain tasks and activities. Assistive devices include but are not limited to:

- Communication: enlarging printed materials, converting print to braille, audio tapes, interpreters (oral or sign),
- Mobility aids: wheelchairs, scooters, walkers, canes, crutches, prosthetics,
- Technical aids and devices: voice recognition system, hearing aids, screen readers, closed captioning, specialized laptop,
- Workplace modifications: physical or technological modifications to a workspace such as adjustable furniture, handrails or specialized monitors and keyboards.

Persons are not required to disclose information about their need for a personal assistive device unless such information is required for the purpose accommodation.

### 4. Workplace Accommodation

Frontier is committed to providing workplace accommodation for its employees as required based on *The Manitoba Human Rights Code*. The accommodation process will respect the dignity and privacy of the person seeking accommodation and to the extent possible, avoid drawing undue attention to the identified need.

Substantial and meaningful measures are taken to implement an appropriate accommodations solution. Each solution is tailored to the individual circumstances of each accommodation. Each request for accommodation shall be taken seriously and considered in a timely and respectful manner.

### 5. Temporary Service Disruptions

Frontier recognizes persons with disabilities rely on services within our facilities in order to access our services. For unexpected service disruptions, the Division will post notice concerning any facility, technology or method a person with a disability may use to access our services as quickly as possible. A notice of temporary disruption will be placed on the door at all public entrances. In the case of planned disruptions, the Division will ensure groups using the facility are made aware of the disruption by appropriate means (telephone, email or letter).

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