



**Hornby Island Residents' and Ratepayers' Association  
(HIRRA)**

4305 Central Road, Hornby Island, BC, V0R 1Z0  
Ph: (250) 335-1131 E-mail: [office@hirra.ca](mailto:office@hirra.ca)

**HIRRA Accessibility Policy DRAFT**

**Barriers to accessibility** are obstacles that make it difficult, or impossible, for persons who experience disability to fully participate in life. Barriers may be visible or invisible, including:

- Attitudes and behaviours
- Information and communication methods
- Policies, practices and procedures
- Physical building design and landscaping
- Technology

**1. Accessibility Policy**

The Hornby Island Residents' and Ratepayers' Association (HIRRA) is committed to treating people of all abilities in a way that allows them to maintain their dignity and independence and supports integration and equal opportunities.

**Procedures:**

As the owner of public facilities used for community events and services, HIRRA will collaborate with the Comox Valley Accessibility Committee to develop and implement an Accessibility Plan to increase equal and equitable access and participation for people of diverse abilities, based on the following guiding principles:

- Providing equal access and participation in programs and services to all community members regardless of their abilities.
- Treating people of all abilities respectfully to support their dignity and independence.
- Meeting the BC Human Rights Code respecting non-discrimination.
- Providing training for all Committee members, employees, ongoing contractors and volunteers to ensure they are respectful, understanding, and supportive of peoples' diverse abilities and needs for accommodation.
- Encouraging all Committee members, employees, ongoing contractors and volunteers to consider and apply the following principles of accessibility for HIRRA programs, services, information and building design:
  - Ensuring landscaping, building access, circulation space, and equipment is easy to use for people of all abilities, sizes and capacities.
  - Ensuring information is easy to access and understand for people of all experience, knowledge, language and current concentration levels.

In addition, HIRRA will undertake the following:

- Identify barriers to facilities and services for people of diverse physical and mental abilities.
- Create plans to address any building renovations and equipment upgrades needed to be compliant with BC Accessibility Laws and budget accordingly, recognizing that the work may need to be spread over time due to budgetary constraints.
- Publicly post the Accessibility Policy and Plan on the [hirra.ca](http://hirra.ca) website including contact information for public feedback.
- Strive to communicate to the broader public that persons with disabilities are welcome and that HIRRA will work to accommodate their needs.



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**2. Feedback Policy**

HIRRA welcomes feedback on how we provide accessible programs, services and buildings to help identify barriers and respond to concerns.

**Procedure:**

HIRRA will respond to the person giving feedback with what is being done to improve the situation or an explanation of why the request cannot be met at this time.

**3. Equitable Employment Policy**

HIRRA is committed to being as inclusive as possible when hiring staff. Applicants will be assessed on their ability to perform the duties required and HIRRA will accommodate diverse abilities whenever possible, without compromising the provision of services.

**Procedures:**

HIRRA will:

- Notify employees, job applicants and the public that accommodations and supports are available for employees with diverse abilities.
- Consult with employees when arranging for the provision of suitable accommodation for their particular needs.
- Provide customized emergency information to help employees with diverse abilities during an emergency.

**4. Changes to Existing Policies**

Any policies of this organization that do not respect and promote the principles of dignity, independence, integration and equal opportunity for people with disabilities will be modified or removed.

This document is publicly available. Accessible formats are available upon request.

*Approved at the \_\_\_\_\_ HIRRA meeting.*