

## Statement on Disability Accommodation

October 27<sup>th</sup>, 2011

**PARC** recognises that just like any other workplace and public service provider it has obligations under the Ontario *Human Rights Code* to provide an environment that is free of discrimination and safeguards personal dignity.

Providing an environment free from discrimination and stigma, including the discrimination and stigma associated with disability, is fundamental to accomplishing **PARC's** core purpose of promoting Membership Recovery.

**PARC** has adopted a *Disability Accommodation Policy* to guide the process of accommodating the disabilities of all of its employees. A copy of this policy is available to all **PARC** Membership and Staff.

**PARC** has also struck an *Accessibility Review Committee* to continue to develop our organisation's Accessibility and Anti-Oppression policy framework, and to increase the level of skill and training among **PARC** staff, governance, and membership in the areas of Disability Accommodation, Respectful Workplace, and maintaining an Anti-Oppressive environment.