

**L-A5 Accessibility and Inclusion****Created: March 2021****Approved: November 2022**

**Policy Statement:** BC Family Hearing Resource Society will provide high quality, equitable access and inclusive early learning opportunities for all Deaf and Hard of Hearing children and families. All Deaf and Hard of Hearing children will be welcomed here regardless of their ability, need, background, religion, gender, sex or economic circumstances.

**Procedure:**

1. The Board of Directors and staff will actively advocate for access and inclusion of Deaf and Hard of Hearing children both in the programs and services at BCFHRS and through public activities designed to effect policy change and to ensure high quality inclusive programming that is safe, supportive and respectful of diverse needs.
2. BCFHRS will provide equitable opportunities and will enable full participation of children with diverse needs. These children will have the ability to learn, contribute, and participate in all aspects of individual and group programs and services. Children will be supported to interact, play, and participate in activities along with their peers, irrespective of their diverse needs or communication options.
3. BCFHRS will without discrimination within individual/group activities and routines, design, make adaptations, accommodations and provide for additional support as needed for children to engage and participate in all programs and services.
4. BCFHRS will involve and encourage parent participation and feedback on programs and services, parent networking activities and opportunities that promote accessibility for and inclusion of their children.

**Reference to other policies:** Code of Ethics; Non-Discrimination