



Frontier BBQ Smokehouse

Accessibility Standards for Customer Service	May 2016	HR Manager
Title	Issued	Approved by

1.0 Purpose

The goal of the Accessibility for Ontarians with Disabilities Act is to create a more accessible Ontario, by identifying, and to the extent possible, preventing, and eliminating barriers experienced by persons with a disability.

A standard for customer service has been established under the Act to ensure goods and services are, where at all possible, equally accessible to every member of the public.

Frontier BBQ Smokehouse is committed to providing a barrier-free environment for Customers. The objective of this policy is to ensure the requirements of the Standard are met and to promote its underlying core principles.

2.0 Scope

This Policy applies to all Frontier BBQ Smokehouse Associates who deal with members of the public or other third parties. This includes all Associates, Managers, Supervisors, volunteers, and contractors.

3.0 Definitions

Accessibility Report – The report required to be filed pursuant to section 14 of the Act.

Assistive Device - Any device used to assist a person in performing a particular task or tasks or to aid that person in activities of daily living.

Disability – Has the same definition as is provided under the Act and Human Rights Code, R.S.O. 1990, c. H.19.

Service Animal - An animal is a service animal for a person with a disability,

- (a) If it is readily apparent that the animal is used by the person for reasons relating to his or her disability; or
- (b) If the person provides a letter from a medical practitioner confirming that the person requires the animal for reasons relating to the disability.

Support Person – A person who accompanies a person with a disability to assist with communication, mobility, personal care or medical needs or with access to goods or services.



4.0 Roles and Responsibilities

Managers and Supervisors

- Inform Associates of their responsibilities and provide on the job training on how to service Customers with disabilities
- Provide resources and support to allow Associates to meet standards

Human Resources

- Develop and implement policies, practices and procedures to ensure the accessible provision of goods and services to persons with a disability
- Develop and include AODA in orientation training
- Develop a feedback procedure as required under the Act
- File Accessibility Reports as required under section 14 of the Act
- Conduct a thorough review of the Accessibility Standards for Customer Service at least annually

Associates

- Comply with the Policy and Accessibility for Ontarians with Disabilities Act

5.0 Standards and Procedures

We endeavor to ensure that the Policy and related practices and procedures are consistent with the following four (4) core principles:

- Dignity*** - Persons with a disability must be treated as valued customers as deserving of service as any other customer.
- Equality of Opportunity*** - Persons with a disability should be given an opportunity equal to that given to others to obtain, use and benefit from our goods and services.
- Integration*** - Wherever possible, persons with a disability should benefit from our goods and services in the same place and in the same or similar manner as any other customer. In circumstances where integration does not serve the needs of the person with a disability, goods and services will, to the extent possible, be provided in another way that takes into account the person's individual needs.
- Independence*** – Goods and services must be provided in a way that respects the independence of persons with a disability. To this end, we will always be willing to assist a person with a disability but will not do so without the express permission of the person.

5.1 Communication

Communications with Customers with disabilities are provided in ways that take into account their disability. Associates who regularly communicate with customers are trained on how to interact and communicate with people with various types of disabilities.



5.2 Assistive Devices

Persons with a disability are permitted, where possible, to use their own Assistive Device when on our premises for the purposes of obtaining, using or benefiting from our goods and services.

If there is a physical, technological or other type of barrier that prevents the use of an Assistive Device on our premises the barrier will first be attempted to be removed. If the barrier is not able to be removed, alternative means of assistance to the person with a disability will be provided.

Staff will receive training on various Assistive Devices that may be used by persons with a disability while accessing our goods and services.

5.3 Accessibility at Our Premises

We offer the following facilities and services at our location to which the Policy applies to enable persons with a disability to obtain, use or benefit from our goods and services:

- Assistive devices, services or methods offered such as a wheelchair
- Alternate formats of documents upon request
- Assistance of a staff person to complete a form
- Accept an alternative form of government issued identification from a customer who may not have a driver's license due to his or her disability
- Provide assistance with handling luggage
- Remove or relocate furniture in a restaurant to create more manoeuvring space
- Substitute ingredients for Customers with food allergies/medical conditions
- Provided assistance in retrieving items at the restaurant buffet
- Set up private events in a manner that is accessible to Customers with disabilities if requested by the event organizer
- Cut food into smaller pieces upon request
- Provide verbal directions or assistance
- Have in place specific emergency procedures for Customers with disabilities that include how Customers with disabilities will be identified so that the information can be provided to first-responders

Staff will receive training on how to use facilities or services made available on our premises to assist persons with a disability to obtain, use or benefit from our goods and services.



5.4 Service Animals

Persons with a disability may enter premises accompanied by a Service Animal, and keep the Service Animal with them, if the public has access to such premises and the Service Animal is not otherwise excluded by law. This includes areas such as Restaurants, Buffet Area, and etc.

If a Service Animal must be excluded, we explain to our customer why this is the case and explore alternative ways to meet their needs.

If it is not readily apparent that the animal is a Service Animal, the person with a disability may be asked for a letter from a physician or nurse confirming that the person requires the animal for reasons relating to his/her disability.

Associates will receive training on how to interact with persons with a disability accompanied by a Service Animal in Orientation.

5.5 Support Persons

A person with a disability may be accompanied by a Support Person where it is necessary to protect the health or safety of the person with a disability or the health or safety of others on the premises. A person with a disability may enter premises with a Support Person and have access to the Support Person while on the premises.

Associates will receive training on how to interact with persons with a disability who are accompanied by a Support Person in Orientation.

5.6 Notice of Temporary Disruptions

Customers will be notified if there is a planned or unexpected disruption of a facility or service persons with a disability uses to access goods and services. The notice will be posted at the entrance of the applicable premises and on the home page of the Frontier BBQ Smokehouse website.

The notice will include the following information:

- i. That a facility or service is unavailable.
- ii. The anticipated duration of the disruption.
- iii. The reason for the disruption.
- iv. Alternative facilities or services, if available.



5.7 Feedback Procedure

A. Receiving Feedback

Frontier BBQ Smokehouse welcomes and appreciates feedback regarding this Policy and its implementation. Feedback can be provided in the following ways:

- i. In person to the Manager on Duty
- ii. By telephone at 1-289-296-6367
- iii. In writing to 6519 Stanley Avenue, Niagara Falls, ON, Canada, L2G 7L2
- iv. Electronically to info@frontierniagara.com

B. Responding to Feedback

The manner in which the feedback is provided to Frontier BBQ Smokehouse will be taken into consideration when responding to comments, including complaints.

5.8 Availability of Documents

This Policy, and related practices and protocols, shall be made available to any member of the public upon request and is available on our website at frontierniagara.com/accessibility.

5.9 Format of Documents

When providing documents that are required under the Standard to a person with a disability, it will be provided in a format that takes the person's disability into account.

6.0 Training

Training and ongoing training is provided as required under the Act, to all persons to whom this Policy applies as well as to those persons charged with developing this Policy and related procedures and practices.

A. Content of Training

Training will include:

- i. A review of the purpose of the Act and requirements of the Standard.
- ii. A review of the Policy.
- iii. How to interact and communicate with persons with various types of disabilities.
- iv. How to interact with persons with a disability who use an Assistive Device or require the assistance of a Service Animal or Support Person.
- v. How to use equipment or devices made available on our premises to assist persons with a disability to obtain, use or benefit from our goods and services.
- vi. What to do if a person with a disability is having difficulty accessing our premises and/or services.

B. Timing of Training

Training will be provided to all Associates during Orientation.



C. Documenting Training

Records of the training provided, including the training protocol, the dates on which the training is provided and the number of individuals to whom the training is provided shall be maintained in accordance the requirements of the Act.

7.0 Communication

Requirements shall be communicated through training. Any changes to this policy shall be communicated to all Associates to whom it pertains.

8.0 Evaluation

This policy shall be reviewed at least annually to ensure compliance with the Accessibility for Ontarians with Disabilities Act, and any other relevant regulations.

9.0 Reference Materials

Accessibility for Ontarians with Disabilities Act, 2005
Human Rights Code, R.S.O. 1990, c. H.19.

Revision Control

Date	
01May16	<i>Issued</i>