



Anishinabek Family Care  
Human Resource Policy & Procedures Manual

Section 11 Accessibility for Ontarians with Disabilities	
Policy Title: <b>Support Person</b>	Approval Date: July 2015, June 2016
Policy No: <b>11.08</b>	Review Date: June 2016

**POLICY**

Dilico welcomes persons with disabilities who are accompanied by a support person on the parts of our Agency that are open to the public and other third parties.

**PROCEDURES**

1. A person with a disability will not be prevented from having access to a support person. In certain cases, Dilico might require a person with a disability to be accompanied by a support person for health and safety reasons.
  - a. Before making a decision, Dilico must consult with the person with a disability to understand their needs; consider health and safety reasons based on available evidence; and determine if there is no other way to protect the health and safety of the person or others on its premises.
2. Confidential information may be discussed in the presence of a support person and as a result, Dilico will require signed consents regarding disclosure of information. If a different support person is used for subsequent meetings, a new signed consent will be required.
3. Fees will not be charged for the support person. Authorization for expenditure for any costs associated with a support person required by Dilico must be secured in advance.



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RELATED FORMS AND POLICIES
1. #11.01 Customer Service Standard
2. #11.02 Accessibility Plan