

Introduction

Wrapture Beauty Academy is committed to providing an inclusive and accessible environment for all students, staff, and visitors. This accessibility plan outlines our strategies and initiatives to ensure equal access to education, facilities, programs, and services for individuals with disabilities.

Legal Framework

Our accessibility plan is guided by the Accessibility for Manitobans Act (AMA) and its associated regulations, which aim to remove barriers and improve accessibility in Manitoba.

Goals

Promote Awareness: Increase awareness and understanding of accessibility issues among students, staff, and stakeholders.

Prevention and Removal of Barriers: Identify and address barriers including physical, architectural, informational/communicative, attitudinal, and technological barriers within our facility to ensure accessibility for individuals with disabilities.

Enhance Digital Accessibility: Ensure that all digital platforms, including websites, learning management systems, and instructional materials, are accessible to individuals with disabilities.

Provide Support Services: Enhance support services for students with disabilities to facilitate their academic success and inclusion.

Training and Education: Provide training and education opportunities for staff and faculty on accessibility best practices and disability awareness.

Continuous Improvement: Establish mechanisms for ongoing assessment and improvement of accessibility initiatives.

Strategies and Initiatives

1. Accessibility Awareness Campaigns:

- Launch awareness campaigns to educate the campus community about accessibility rights, responsibilities, and best practices.
- Organize guest lectures on disability awareness and inclusion.

2. Physical Accessibility:

- Conduct accessibility audits of the building and facilities to identify and address physical barriers.
- Prioritize the maintenance of existing physical accessibility aids including automatic doors, accessible washrooms, and signage to improve accessibility.
- Prioritize the installation of any additionally required accessibility aids.

3. Digital Accessibility:

- Ensure that the institution's website and online platforms comply with Web Content Accessibility Guidelines (WCAG) 2. Level AA guidelines.
- Provide alternative formats for instructional materials, such as audio descriptions, transcripts, and accessible PDFs.
- Offer assistive technology resources and training to students and staff.

4. Support Services:

- Expand the availability of support services, including academic accommodations, assistive technology access, note-taking assistance, and alternative exam arrangements.
- Collaborate with disability support organizations and community partners to enhance support networks for students with disabilities.

5. Training and Education:

Provide training and education opportunities for staff and faculty on accessibility best practices and disability awareness including information on:

- How to identify, prevent and remove barriers to accessible communication
- How to provide information through a communication support or an accessible format
- A review of The Human Rights Code, The Accessibility for Manitobans Act and this standard

Staff and faculty required to complete this training include:

- Persons who communicate directly with the public or another Manitoba organization on behalf of the organization
- Persons who maintain or develop the organization's web content
- Persons who purchase or procure information technology or communication tools
- Persons who develop or implement the organization's measures, policies and practices on accessible communication
- Persons who are educators within an educational institution

Training will be provided using the relevant modules found on The [Accessibility for Manitobans Act Online Learning Portal](#) as soon as reasonably possible after that person is assigned the applicable duties, in addition to training on the organizations specific policies.

Updated training will be provided whenever the organization updates or changes its accessible communication policies, measures or practices.

6. Continuous Improvement through Monitoring and Evaluation:

- Appoint an Accessibility Coordinator and establish an accessibility committee or task force to oversee the implementation of the accessibility plan and monitor progress to ensure continued compliance.

- Solicit feedback from students, staff, and stakeholders on accessibility issues and suggestions for improvement.
- Regularly review and update the accessibility plan to reflect changing needs and priorities.

By implementing these strategies and initiatives, Wrapture Beauty Academy is committed to creating an inclusive and accessible learning environment where all individuals, regardless of disability, can fully participate and thrive. We recognize that accessibility is an ongoing process, and we remain dedicated to promoting equal opportunities for all members of our community.