



POLITIQUE D'ACCESSIBILITÉ UNIVERSELLE

UNIVERSAL ACCESSIBILITY POLICY

Texte original en français – Traduction de courtoisie

**Approved by the executive committee September 15, 2020
Adopted by the board of trustees June 22, 2021 by resolution no. 1383**

1. Preamble

The Musée d'art contemporain de Montréal (MAC) is, by its culture, an inclusive, living, and open venue, home to encounters and exchanges, in which all types of expression related to contemporary art are made available. With the adoption of its Universal Accessibility Policy (hereinafter the Policy), the MAC wishes to support access to culture, participation in its services, and activities for all individuals, with or without disabilities.

Universal accessibility, as we conceive it, aims for the creation of a museum ecosystem that enables all individuals, whomever they are, to benefit from the services offered by the Museum. The term “universal accessibility” therefore has two meanings:

- Accessibility to everything – that is, accessibility to venues, programs, artworks, services, self-representation, information, jobs, and so on
- Accessibility for everyone – that is, accessibility for all members of the community, without regard for their limitations.

Based on an inclusive approach, the Policy provides a framework for accommodating people with temporary or permanent motor, visual, auditory, or cognitive limitations and ensures integration of these accommodations into the MAC's *Plan d'action à l'égard des personnes handicapées*.

The Policy is based on the provisions of the *Act to secure handicapped persons¹ in the exercise of their rights with a view to achieving social, school and workplace integration* (CQLR, c. E-20.1)² and supports the orientations included in the Canada Council for the Arts' Expanding the Arts: Deaf and Disability Arts, Access and Equality Strategy.

2. Policy objectives

The objectives of the Policy are to:

- 2.1 Raise awareness among MAC personnel of the concept of universal accessibility
- 2.2 Encourage implementation of a governance system supporting the universal accessibility approach
- 2.3 Integrate universal accessibility into the MAC's decision-making processes and implementation of its activities

¹ The MAC prefers to use the expression *persons with disabilities*.

3. Field of application

The Policy applies to all MAC employees and volunteers. Its application is based on objectives established annually in the *Plan d'action à l'égard des personnes handicapées*, and it concerns, in particular:

- Access to buildings and equipment
- Access to services and programs
- Access to employment
- Access to self-representation
- Access to information

4. Definitions

Accessibility

The set of measures that may influence a person's capacity to function in an environment.

Universal accessibility

Identical or similar, autonomous and simultaneous use by all persons to the services offered to the population as a whole.

Ableism

Form of discrimination or prejudice against persons with disabilities..

Universal design

Approach to designing a building, a program, or a document with a concern for universal accessibility.

Barrier-free

Designed or planned to provide access to persons with disabilities.

Person with a disability

Any person with an impairment involving a serious and persistent incapacity and who is likely to encounter obstacles to carrying out common activities.

Situation of exclusion

Situation in which individuals or groups cannot participate in or access one or several spheres of activity (economic, social, political, legal, religious, cultural, or other) in society.

5. Guiding principles

Through the present Policy, the MAC commits itself to:

- Taking action to promote an inclusive, barrier-free environment
- Adapting its services to respond to the needs of people with limitations, taking account of its human, material, and financial resources
- Supporting the integration of experts in lived experience to frame its actions with regard to universal accessibility

6. Roles and responsibilities

Board of trustees

The board of trustees ensures that appropriate systems are in place to encourage universal accessibility at the MAC. They approve the Policy.

Secretary general

The general secretariat is responsible for monitoring, assessment, and review of the Policy.

Executive committee

The executive committee is responsible for producing actions with regard to universal accessibility and the implementation of the objectives of the *Plan d'action à l'égard des personnes handicapées*. It approves and recommends that the board of directors approve the Policy.

Human resources department

The human resources leadership coordinates the formulation and implementation of the present Policy and of the *Plan d'action à l'égard des personnes handicapées*. It must inform the executive committee of the areas of activity that will participate in production of the action plan. It makes all employees aware of the concept of universal accessibility.

Employees

The MAC's employees contribute to the achievement of the objectives stated in the Policy and of the measures included in the *Plan d'action à l'égard des personnes handicapées*. They formulate recommendations to their hierarchical superiors with regard to improvement of services in their respective sectors.

7. Monitoring, assessment, and review of the Policy

The secretary general will review the Policy and assess its effectiveness, jointly with the involved parties, within three years following its coming into effect or as needed.

8. Coming into effect

The present policy entered into effect, by resolution no. 1383 of the board of trustees, on June 22, 2021.