



# Train educators about accessibility

An accessible classroom is one where students of all abilities can learn. The Accessibility Standard for Information and Communications requires all educational and training institutions to provide educators with accessibility awareness training. This summary will help you find out what you need to do.

## When do I need to comply?

This requirement is being phased in over time, to give smaller organizations more time to prepare.

Public, private & non-profit organizations	50+ employees	2013
	1-49 employees	2015

## How do you define educators?

Educators are employees involved in designing, delivering or instructing courses.

This **includes**:

- teachers
- teaching assistants
- educational assistants
- early childhood educators, and
- staff of school boards.

This **does not include**:

- parents who volunteer
- students working in job placements, or
- other people who participate in classroom activities or act in a role of an educator.

## What do I have to do?

School boards as well as education and training institutions must:

- provide accessibility awareness training to their educators, and
- keep records of the training, including how many people were trained and when.



## What is accessibility awareness training?

Accessibility awareness training helps educators meet the needs of students with disabilities. This training may include information about:

- different types of disabilities
- needs often associated with different types of disabilities
- barriers that students with disabilities may face in classrooms and schools, and
- techniques that improve the learning environment for students with disabilities.

The training should encourage educators to consider a variety of learning resources and materials when they develop their lesson plans and choose their resources.

### Example

Before playing a movie in class, an educator should consider if there are any students who are hard of hearing or Deaf. If the movie has captions, it may be fine. If the movie isn't accessible to all of the students, the educator should consider other resources.

## How do I provide this training?

You have flexibility. For example, you could provide the training as part of a larger training program or through handouts, on-line learning or workshops. You decide what works best for your educators.

## Want more detailed information?

[Find out more about training employees.](#)

[Read our policy guidelines.](#)

The Accessibility Standard for Information and Communications is part of the Integrated Accessibility Standards Regulation 191/11. [Read the regulation](#) to find out more.