

Newfoundland and Labrador Sports Centre

2024-2026 Accessibility Plan



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Land Acknowledgement

The NLSC would like to respectfully acknowledge the territory in which we gather, as the ancestral home-lands of the Beothuk and the island of Newfoundland as the ancestral homelands of the Mi'kmaq and Beothuk. The NLSC would also like to recognize the Inuit of Nunatsiavut and NunatuKavut and the Innu of Nitassinan, and their ancestors, as the original people of Labrador. We strive for respectful partnerships with all the peoples of this province as we search for collective healing and true reconciliation and honour this beautiful land together.

Welcome Message

The NL Sports Centre (NLSC) is dedicated to ensuring that everyone in our community has the opportunity to enjoy the benefits of sport and recreation. Our Accessibility Plan is designed to remove barriers and create an inclusive environment where athletes of all abilities can participate and thrive and their community can turn out to support them without obstacles.

The NLSC Accessibility Plan focuses on creating an environment where individuals of all abilities can participate in sports and recreational activities comfortably and confidently. From accessible parking and entrances to visual and auditory aids, we're committed to removing barriers and promoting equal opportunities for everyone to enjoy the benefits of sport and physical activity.

The NLSC Accessibility Plan will consistently work to identify, remove and prevent barriers by outlining short and long-term commitments to improve accessibility now and into the future.

We believe that diversity strengthens our community, and by promoting accessibility, we can enrich the lives of all who enter our facilities. Together, let's make every activity, every game, and every moment enjoyable and accessible for all. Welcome to the NL Sports Centre.

Statement of Commitment

We are committed to creating an inclusive and accessible plan that ensures equal access and opportunities for all individuals throughout their NLSC experience. This plan will prioritize removing barriers and providing accommodations to ensure that everyone can fully participate in sport and recreation and benefit from our services and events.

We will continue to work diligently to address any specific needs or requirements through annual reviews to ensure a welcoming and inclusive environment for everyone.

Advancements to Date

In March of 2024, the NLSC underwent an accessibility audit to assess our current level of accessibility. This audit was completed by LAT49, an architecture firm based in St. John's and the details of its findings can be found in the appendices. We are proud to say we met all the requirements, however, we strive to go above and beyond for those accessing our facilities to ensure an accessible and inclusive space. The following advancements were noted:

- The NLSC provides exterior and interior entrances with a push-button door opener;
- The NLSC provides barrier-free male and female washrooms;
- Existing change room/shower areas, both male and female washrooms are completely barrier-free accessible;
- Exit doors and the travel path to the exits are within acceptance and maintain the required side clearances;
- Corridor widths and side clearances to interior doors are within the requirements.
- The NLSC website (www.nlsportscentre.ca) is accessible and conforms with Web Content Accessibility Guidelines (WCAG).

The NLSC's primary mandate is to provide athlete and sport development opportunities to our provincial sports organizations (PSOs), teams, and athletes. The NLSC has collaborated on this accessibility plan with para-sport community members to ensure their needs and concerns have been and will continue to be addressed as we continue to improve the accessibility of our facilities. The NLSC Accessibility Plan will be peer-reviewed by members of the network of disability organizations to ensure the needs of various populations are met and satisfied.

Accessibility Goals

This Accessibility Plan applies to all NLSC facilities, programs and personnel. The NLSC's goals are developed in consultation with the broader sport and para-sport community who also contributed to the overall Accessibility Plan development in keeping with the NLSC's mandate; to manage, maintain and operate the NLSC; To provide a high-quality facility that allows Newfoundland and Labrador Provincial Sports Organizations (PSOs) the opportunity to implement and develop programs through training and competition; and, to provide a high-performance program that promotes and supports increased physical conditioning, skill development and overall athlete development.

Further, the goals are developed with a cross-disability lens, based on common themes addressed in the Government of Newfoundland and Labrador's Accessibility Plan 2023-26. The NLSC's plan goals will improve accessibility across its facilities and programs in line with Provincial Government policies, programs and services.

➤ **Goal #1 | Programs:**

Ensure all people can access and benefit from programs available at the NLSC

- High-Performance Program
 - Program for high-performance athletes to improve their sport performance through sport-specific strength and conditioning.
 - Focus area: Achieving an accessible program for athletes with disabilities. This includes creating an accessible environment that removes barriers and provides access to modified training and the continued education of staff to be knowledgeable in providing training for athletes of all abilities.
- Active Start
 - Program for young children 0-6 years to engage in daily active play and movement to develop physical literacy skills. The goal is to create a comfortable setting to participate in a variety of fun and challenging activities and games in the initial early childhood physical activity experience.
 - Focus area: Achieving an accessible, barrier-free program and facility for parents and young participants focusing on activities that utilize fundamental movements and play with various implements that are accessible to all.

➤ **Goal #2 | Built Environment:**

- The NLSC to provide accessible spaces for individuals with any type of disability, including, physical, visual, auditory, and cognitive.
- Develop a strategy for Accessibility Plan implementation and funding, including a multi-year budget and annual allocation for built environment initiatives.
- The NLSC is committed to conducting an annual accessibility audit of the facility to assess accessibility improvements and ongoing changes to accessibility standards. The NLSC is committed to ensuring these audits are completed with a cross-disability scope as we continue to work towards an inclusive space for all.
- Focus area: Identify and complete targeted building improvements that enhance the accessibility of our facilities on all levels. Ensure existing procedures and processes identify and eliminate accessibility barriers and better support persons with disabilities in disruptions and emergency situations.

➤ **Goal #3 | Information, Communication, and Education**

- The NLSC will provide equal employment opportunities for all, including employee education regarding working with individuals with disabilities.
- The NLSC will ensure all employees and the general public can receive, understand and share information pertaining to NLSC.
- The NLSC is committed to meeting the communication needs of people with disabilities. We will take the steps to provide an accessible website.
- Focus area: Provide appropriate training to employees, volunteers and other staff members as it relates to people with disabilities. In addition, the NLSC website will be assessed regularly to ensure current advancements regarding its accessibility are met.

Promoting Accessibility Awareness

- The NLSC strives towards the continued education and promotion of accessibility awareness. This will include making the 2023-2026 Accessibility Plan accessible to the public. <https://www.nlsportscentre.ca/>

Actions / Outcomes

2024 Indicator(s)

- By January 1st, 2024; assemble Accessibility Plan Committee for the NLSC with relevant stakeholders and expertise in the accessibility field; initiate accessibility audit on all NLSC facilities and NLSC website; begin development of 2023-2026 Accessibility Plan in conjunction with the Government of Newfoundland and Labrador Accessibility Act.
- By April 30th, 2024; Complete the NLSC Accessibility Plan and accessibility audit.
 - NLSC Accessibility plan to be posted on the NLSC website.
- By July 31st, 2024; Addition of external signage for all NLSC facilities.
- By December 31st, 2024; implement website accessibility additions.

2025 Indicators

- By July 31st, 2025; Address barriers pertaining to NLSC facilities to improve accessibility for the 2025 Canada Games.
 - All primary and secondary entrance door systems are to be automated.
 - Refurbishment of the external environment, including accessible sidewalks and parking spaces.
 - Internal signage modification to meet accessibility standards for visual and cognitive disabilities.

2026 Indicators

- By April 30th, 2026; Reassess the current Accessibility Plan and identify which goals have been met. Begin development of the 2027-2029 Accessibility Plan to continue to strive towards fully accessible and inclusive spaces at the NLSC

Please refer to Table 1 for a comprehensive list of intended improvements during this Accessibility Plan Period. This table is subject to change as we undergo our annual accessibility audits and new barriers are identified.

Table 1: 2024-2026 Accessibility Goals	
Facility/Building	Accessibility Improvements
Dr. Noel Browne High-Performance Centre	Automated primary and secondary doors
	Refurbished sidewalks and parking spaces
	Entrance ramp/door threshold
	Emergency exit ramp
	Adjusted level hallway storage
	Improve the visibility of fitness equipment markings
	Accessible equipment storage in the weight room
	Accessible signage
Powerplex	Primary and secondary automated doors
	Entrance door ramp/Threshold
	Cafeteria automated door
	Accessible bathroom soap dispensers
	Cafeteria paper towel dispenser
	Accessible Signage
	Coloured mat/path
Benvon's Room	Primary and secondary automated doors

	Washroom signs
	Coloured mat/pathway
	Accessible signage

Conclusion

The NLSC Accessibility Plan identifies successes, challenges, and next steps to remove barriers based on consistent review by the NLSC planning committee. The committee will continue to engage and consult NLSC users and community groups for feedback. As a community leader in sport and recreation, we are committed to creating a barrier-free, inclusive, and accessible space for all PSOs, athletes, teams, and all those accessing our facilities. It is our mission to reach a level of accessibility whereby every athlete, regardless of their ability, and every person accessing the NLSC feels comfortable and safe coming through our doors so that they can freely participate and spectate in our programs and what our facilities have to offer. We believe this 2024-2026 Accessibility plan, in accordance with the Government of Newfoundland and Labrador Accessibility Act, and the development of future plans will help us reach this goal.

Acknowledgements

NL Sports Centre Accessibility Plan Committee Members

Danielle Arbour

Danielle is a former wheelchair basketball National Team athlete. She is a Memorial University graduate with a bachelor's degree in Sociology and a minor in Psychology.

Raeleen Baggs

Raeleen is a physiotherapist who works at Paradise Physiotherapy. She is involved in Parasport in the province of Newfoundland and Labrador as a coach and executive member. She is a current board member of Parasport NL, Sport Development Committee and is the Accessibility director for the 2025 Canada Games.

Roger Head

Roger is a board member of the NL Sports Centre, He is also on the board of the Coalition of Persons with Disabilities Newfoundland and Labrador (COD NL) and Newfoundland Labrador Basketball Association (NLBA). Roger is a lifetime advocate for accessibility and sport.

Liam Hickey

Liam is a 3x Paralympian completing his Bachelor of Recreation Degree at Memorial University. Liam has ample experience in high-performance sport and has been a passionate advocate for accessibility throughout his parasport career.

Lukasz Nakonieczny

Lukasz has been working as a strength and conditioning coach at the Dr. Noel Browne High-Performance Centre since 2017. Through this employment opportunity, Lukasz has gained valuable experience in training athletes of varying abilities who compete on the provincial, national and international stages.

Courtney Nichol

Courtney is the Manager of venues at the 2025 Canada Games. Through a national event lens, Courtney looks to provide accessible venues for participants, coaches, managers, volunteers and spectators.

Rod Snow

Rod is the Executive Director at the NL Sports Centre. Since taking on the role in 2007, Rod has aimed to make the NLSC the Province's most valuable asset in amateur sport and athlete development. Rod's experience in high-performance sport and sports management makes him an asset to the NL Sport community.

Appendix

LAT49 Accessibility Audit:



SITE REPORT

LAT49 Architecture Inc.
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683 Water Street, 2nd floor, St. John's, NL, A1E 1B5

Project: Canada Games Accessibility Review NL Sports Complex (Crosbie Road), St. John's, NL	Project #: 23-1742
Prepared by: Darrell Warren	Time / Date: February 24, 2024
Contractor: Not applicable	Date Submitted: April 17, 2024

Darrell Warren did a walk-thru of the above noted site and met with representatives Kayla McGuirk and Reid Deering to collect dimensional information and to determine if function is met regarding accessibility for the upcoming 2025 Canada Summer Games.

In general, this building meets all accessible requirements.

Additional items about the NL Sports Complex plan:

- The exterior and interior main entrance doors are a combination of six 915 mm wide doors. Each has one door that is equipped with a push button power operator.
- The public male and female washrooms provide clear wall opening access (no doors are present). The opening clearance of 1,100 mm wide is met, including the "between" wall clearance of 1,100 mm wide routing into the washroom area itself. All washrooms have the approved sized barrier-free stall with grab bars at the back and the side of the water-closet as required and are installed at the correct heights. The existing vanity heights of 865 mm in these washrooms are acceptable.
- In the official break area (non-public area), both male and female washrooms are barrier-free and provide clear door openings of 915 mm wide. The doors do not have push button power operators. As these washrooms are not used for the public, they do not require push button door operators. Note: these washrooms provide the approved sized barrier-free stalls with grab bars at the back and side of the water-closet. The existing vanity heights are acceptable.
- In the existing change room/shower area, both male and female washrooms are completely barrier-free accessible. One barrier-free shower stall (size: 900 mm wide x 1,000 mm deep) is provided in each of the shower areas; however, there is a 150 mm high step into the shower. A 900 mm long horizontal grab bar exists on the back wall and a 1,200 mm long vertical grab bar exists at the front inside of the shower stall.
- Corridor widths and side clearances to interior doors are within requirements.
- Exit doors and the travel path to the exits are within acceptance. All exit doors are 915 mm wide (three or four ganged) and maintain the required side clearances.
- In the concessions room (left side of the lobby) there is an L-shaped counter unit. The top of the counter is continuous and set at 900 mm above the finished floor. A modified section to the counter or an extension must be added to the millwork to meet accessibility height requirements, allowing for an

area of the counter measuring 865 mm above the finished floor. There are two ways to provide the counter height barrier-free requirement:

- A wheelchair user approaching from the side would require a 1,000 mm wide dropped section of counter surface. In front of the dropped counter area, a clear space of 850 mm is required to suit the wheelchair placement.
- A wheelchair user approaching at the front would require a clear space of 800 mm wide x 685 mm high x 480 mm deep below the area of the 865 mm dropped counter surface.

Glossary

Many of our definitions come from the Accessibility Act. If, on review, you determine there are terms which could benefit from more definition please provide your feedback to rodsnow@gov.nl.ca.

Accessibility Act: The provincial law enacted to achieve accessibility by preventing and removing barriers for people with disabilities. The Accessibility Act defines the role and responsibilities of the Disability Policy Office and the Accessibility Standards Advisory Board and addresses standards, compliance, and enforcement.

Accessibility Plan: A plan to address the prevention, identification and removal of barriers in the policies, programs, practices and services of a public body.

Accommodation: Any technical aid or device, personal support or disability-related support or other support or modification a person may require. This can include, but is not limited to: accessible meeting rooms, accessible document formats, mobility supports, and captioning.

Barrier: Anything that prevents a person with a disability from fully participating in society, including a physical barrier, an architectural barrier, an information or communications barrier, an attitudinal barrier, a technological barrier, or a barrier that is established or perpetuated by an Act, regulations, a policy or a practice.

Built Environment: Includes: facilities, buildings, structures and premises; and public transportation and transportation infrastructure.

Disability: As defined by the Accessibility Act, a disability includes a physical, mental, intellectual, cognitive, learning, communication or sensory impairment or a functional limitation that is permanent, temporary or episodic in nature that, in interaction with a barrier, prevents a person from fully participating in society.