

# Accessibility Policy

The Elara Institute is committed to creating inclusive, welcoming, and accessible learning environments for all individuals — including parents, caregivers, professionals, and community members from diverse backgrounds and lived experiences.

We recognize that accessibility is not one-size-fits-all, and we are committed to ongoing reflection and responsiveness as we grow.

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## Digital Accessibility

Our courses, programs, and resources are delivered primarily through digital platforms. We strive to ensure that:

- Our website and online content are readable, clear, and navigable
- Videos and live training sessions include captions when possible
- Downloadable materials are screen-reader friendly and formatted accessibly
- Font choices, color contrast, and layouts support readability and ease of access

We continue to evaluate and improve the accessibility of our online offerings.

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## Neurodiversity-Affirming Practices

Our programs are grounded in trauma-informed and neurodiversity-affirming values. We aim to create spaces where individuals with diverse learning styles and processing needs feel safe and supported. This includes:

- Offering self-paced materials when possible
- Allowing cameras-off participation during live calls
- Encouraging movement, rest, and sensory regulation during sessions

- Using plain language and visual supports to supplement teaching

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## Accommodations

If you have an accessibility need — including disability-related or sensory accommodations — we invite you to reach out. Reasonable efforts will be made to provide support or adjust delivery formats where feasible.

To request accommodations, please contact us at:

 [meghan@elarainstitute.ca](mailto:meghan@elarainstitute.ca)

We ask for at least 10 days' notice prior to a live event whenever possible.

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## Inclusive Design Is a Work in Progress

We understand that accessibility goes beyond physical or digital barriers — it includes emotional safety, cultural humility, and relational care. We are committed to learning and unlearning as we grow, and welcome feedback about how we can make our spaces more supportive and inclusive for everyone.

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If you have questions, suggestions, or feedback about accessibility at The Elara Institute, we encourage you to reach out:

 [meghan@elarainstitute.ca](mailto:meghan@elarainstitute.ca)

 [www.elarainstitute.ca](http://www.elarainstitute.ca)