

Multi-Year Accessibility Plan

Under Ontario's Accessibility for Ontarians with Disabilities Act (AODA), private organizations with 50 or more employees must create a multi-year accessibility plan and accessibility policies. We are committed to removing and preventing accessibility barriers within our organization. The goal is to have accessibility as an integral part of our strategic planning and operational processes.

As part of the mandate to improve accessibility, the organization has developed a multi-year accessibility plan that is available online and in alternative formats as necessary. This plan is our roadmap to meeting the obligation of the integrated AODA standards. It incorporates existing and new initiatives into one overarching accessibility strategy. It includes the anticipated compliance date, legislative requirement and the organizations deliverable to meet that requirement.

January 1, 2012

Legislative Requirement	Deliverable
Individualized workplace emergency response information (s. 27)	Protocol and plans developed for employees with disabilities.
Emergency procedures available to public in accessible formats (s. 13)	Emergency procedures are available in accessible formats, upon request.

January 1, 2014

Legislative Requirement	Deliverable
Statement of organizational commitment (s. 3)	Commitment and feedback process posted at all locations, available online.
Feedback process (s. 11)	Commitment and feedback process posted at all locations, available online.
Multi-year accessibility plan (s. 4)	Available online.
Internet sites to conform to WCAG 2.0 Level A (s. 14)	External web developers to meet standards.

January 1, 2015

Legislative Requirement	Deliverable
Training on accessibility standards and human rights for all employees, volunteers, etc. (s. 7)	Review and acknowledgment of organizational accessibility policies. Record of completion on file.



January 1, 2016

Legislative Requirement	Deliverable
Communicate availability of accommodation in recruitment and hiring process (s. 22, 23, 24)	Ensure organizational accessibility policies are inclusive of this commitment. Embed this commitment in internal/external job postings, and offer of employment.
Inform employees of policies to support employees with disabilities (s. 25)	Ensure organizational accessibility policies are inclusive of this commitment. Make available online, in accessible formats as requested.
Document individual accommodation and return to work plans for employees with disabilities (s. 28, 29)	Ensure organizational accessibility policies are inclusive of this commitment. Ensure individualized plans are formally documented and reassessed as needed.
Consider accessibility needs when conducting performance management, career development or job changes (s. 30, 31, 32)	Ensure organizational accessibility policies are inclusive of this commitment. Ensure individualized accessibility needs are considered during these processes.
Provide accessible formats and communication supports upon request (s. 12)	Ensure organizational accessibility policies are inclusive of this commitment. Provide awareness training.

January 1, 2017

Legislative Requirement	Deliverable
When building new or changing existing service counters/waiting areas ensure compliant with requirements (s. 80.41, 80.43)	Identify public areas with accessibility requirement. Ensure building and renovation plans are inclusive of the consideration for accessibility.

January 1, 2021

Legislative Requirement	Deliverable
Internet sites to conform to WCAG 2.0 Level AA (s. 14)	External web developers to meet standards.

