

Issue	Action	Responsible	ECD
Multi-year Accessibility Plan (Jan 1/14)	Document a Multi-year Accessibility Plan - to prevent & remove Barriers and meet requirements of the Integrated Accessibility Standards Regulations. Assess current practices - Business, Operational, Human Resources, Customer Service etc.	Human Resources Manager	Complete
Emergency Response for Employees with Disabilities	Implement a procedure to ensure any employee with a disability requiring a Personal Emergency Response plan is assessed and a plan tailored to the individual is developed, implemented & communicated to the employee and others as required.	Human Resources Manager	Complete
Implement Integrated Accessibility Standards Regulations			
> Statement of Organizational Commitment (Jan 1/14)	Document a Statement of Organizational Commitment, including Vision & Goals, signed by the General Manager	Human Resources Manager	Complete
Training (Jan 1/15)	Train employees as appropriate on Integrated Accessibility Standards Regulations and the Ontario Human Rights Code	Human Resources Manager	Nov 30, 2014
Employment (Jan/16)	Employment Policies must be Develop & implemented addressing the following:		
	Accommodation, Return to Work, Appraisal and Promotion of employees with disabilities.	Human Resources Manager	Nov 30, 2014
	Recruitment of persons with disabilities: Notify applicants that accommodations are available for the recruitment process.	Human Resources Manager	Nov 30, 2014
	Performance Management processes: must take accessibility needs into account.	Human Resources Manager	Nov 30, 2014
	Career development and advancement opportunities and redeployment: must take accessibility need into account.	Human Resources Manager	Nov 30, 2014
Information & Communication			
> Website Accessibility [new content by Jan 1, 2014 and all content by Jan 1, 2021]	Establish a policy to ensure our Website conforms to the Web Content Accessibility Guidelines (WCAG) 2.0 Level A	Director of Marketing	Nov 30, 2013
> Providing Info (Jan 1/16)	Upon Request -provide accessible formats and communication supports	Director of Marketing	Nov 30, 2015
Physical Barriers			
> Front Office Entrance	Ramps required to access Front Office (Ground Level to Sidewalk & Sidewalk to Door)	Human Resources Manager	Nov 30, 2018
> Restrooms	Accessible Washrooms		Complete