

Multi-Year Accessibility Plan 2012 - 2017

Initiative	Action Required	Status
Establishment of Accessibility Policies	Draft and approve policy	Complete
Accessibility Plans	Document, implement and review plan.	Complete/Ongoing
Training	Provide training on the Regulation and Human Rights Code.	Complete/Ongoing
Feedback	Determine what accessible formats and communication supports will be provided. Training management and staff on the need to accommodate upon request through training.	Complete/Ongoing
Accessible Formats & Communication Supports	Determine what accessible formats and communication supports will be provided upon request in a timely manner. Training management and staff on the need to accommodate upon request through training.	Ongoing
Accessible Websites & Web Content	Ensure internet websites and web content conform with the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG)2.0, initially at Level A and increasing to Level AA.	Ongoing
Recruitment	Include a statement in job posting stating our commitment in providing accommodations for persons with disabilities.	Ongoing
Notice to Successful Applicants	Put statement in hire letter/agreement.	Ongoing
Informing Employees of Supports	Train employees during orientation and as policy changes.	Ongoing
Accessible Formats & Communication Supports for Employees	Maintain updated list of accessible formats and communication supports available for employees.	Ongoing
Workplace Emergency Response Information	Document and review process.	Ongoing
Documented Individual Accommodation Plans	Document and review process.	Ongoing
Return to Work Process	Review current process.	Ongoing
Performance Management	Review current process.	Ongoing
Career Development & Advancement	Review current process.	Ongoing

The Multi-year accessibility plan will be reviewed and updated at least once every five years.

The Multi-year accessibility plan will be provided in an accessible format upon request.