



## **HSE-108: MULTI YEAR ACCESSIBILITY PLAN**

In 2005, the government of Ontario passed the Accessibility for Ontarians with Disabilities Act (the “AODA”). It is the goal of the Ontario government to make Ontario accessible by 2025. The Integrated Accessibility Standards Regulations (“IASR”) under the AODA require that Coreydale establish, implement, maintain and document a multi-year accessibility plan which outlines the organization’s strategy to prevent and remove barriers for persons with disabilities and to meet its requirements under the IASR.

Under the AODA, the following accessibility standards set certain requirements that are applicable to Coreydale are

- Customer Service;
- Information and Communications;
- Employment; and
- Accessibility Standards for the Built Environment

This multi-year plan outlines the Coreydale’s strategy to prevent and remove barriers to address the current and future requirements of the AODA, and in order to fulfill Coreydale’s commitment as outlined in the policy statement.

In accordance with the requirements set out in the IASR, Coreydale will:

- Establish, review and update this plan in consultation with persons with disabilities;
- Post this plan on its website
- Report as required on its website on the progress of the implementation of this plan;
- Provide this plan in an accessible format, upon request; and
- Review and update this plan at least once every five years.

ACTIONS	RESPONSIBILITY	ESTIMATED TIME FRAME	DATE COMPLETED
Create an Accessibility policy to comply with legislation	H&S Manager	two days	November 12, 2019
Create a bias free interview policy for managers interviewing new employees	H&S Manager	two days	November 12, 2019
Create an accessible accommodation procedure for all employees	H&S Manager	One day	November 22, 2019
Create an accessible accommodation form for employees and managers to fill out for documenting all	H&S Manager	One day	November 22, 2019