

HUMAN RESOURCES POLICIES

AODA – MULTI-YEAR ACCESSIBILITY PLAN FOR THE INTEGRATED ACCESSIBILITY STANDARDS REGULATION (IASR)

Intent:

This 2014 to 2024 accessibility plan outlines the policies and actions that Beechwood will put in place to improve opportunities for people with disabilities in accordance with the requirements communicated under the Integrated Accessibility Standards, Ontario Regulation 191/11.

Statement of Commitment:

Beechwood believes in equal opportunity and is committed to providing a barrier-free environment that allows all people to maintain their independence and dignity. As an organization, we respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act (2005)* and its associated Regulations and strive to meet the needs of individuals with disabilities in a timely and effectively manner.

Plan:

General Requirements

Accessibility Requirement: Establishment of accessibility policies

Compliance Deadline: January 1, 2014

Current Barriers: None

Plan to Meet Requirements: Currently in compliance.

Potential Future Barriers: Not Applicable

Responsible Authority: Manager, Human Resources

Results: Currently in compliance

Accessibility Requirement: Procuring or acquiring goods, services, or facilities.

Compliance Deadline: Not Required

Current Barriers: None

Plan to Meet Requirements: Not Required

Potential Future Barriers: Not Applicable

Responsible Authority: Manager, Human Resources

Results: Not Required

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Accessibility Requirement: Designing/procuring or acquiring self-serve kiosks.

Compliance Deadline: January 1, 2014

Current Barriers: None

Plan to Meet Requirements: Currently not planning any self-serve kiosks.

Potential Future Barriers: Not Applicable

Responsible Authority: Manager, Human Resources

Results: Not Applicable

Accessibility Requirement: Training on IASR and the Human Rights Code

Compliance Deadline: January 1, 2015

Current Barriers: None

Plan to Meet Requirements: Currently in Compliance

Potential Future Barriers: None

Responsible Authority: Manager, Human Resources

Results: Currently in Compliance

Information and Communications Standard

Accessibility Requirement: Feedback Process

Compliance Deadline: January 1, 2015

Current Barriers: None

Plan to Meet Requirements: Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Manager, Human Resources

Results: Currently in compliance

Accessibility Requirement: Accessible formats and communication support.

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Set to meet if clients require this.

Potential Future Barriers: None

Responsible Authority: Manager, Human Resources

Results: Currently in compliance

Accessibility Requirement: Emergency procedures, plans or public safety information.

Compliance Deadline: January 1, 2012

Current Barriers: None

Plan to Meet Requirements: Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Manager, Human Resources

Results: Currently in compliance

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Accessibility Requirement: Accessible websites and web content

Compliance Deadline: January 1, 2021

Current Barriers: None

Plan to Meet Requirements: Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Manager, Human Resources

Results: Currently in compliance

Accessibility Requirement: Educational and training resources or materials

Compliance Deadline: January 1, 2013

Current Barriers: None

Plan to Meet Requirements: Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Manager, Human Resources

Results: Currently in compliance

Accessibility Requirement: Training to educators

Compliance Deadline: Not Required

Current Barriers: None

Plan to Meet Requirements: Not Required

Potential Future Barriers: Not Applicable

Responsible Authority: Manager, Human Resources

Results: Not Required

Employment Standard

Accessibility Requirement: Recruitment, assessment, and selection processes

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Manager, Human Resources

Results: Currently in compliance

Accessibility Requirement: Informing employees of supports.

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Manager, Human Resources

Results: Currently in compliance

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Accessibility Requirement: Accessible formats and communication support for employees

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Set to meet if employees require this.

Potential Future Barriers: None

Responsible Authority: Manager, Human Resources

Results: Currently in compliance

Accessibility Requirement: Workplace emergency response information

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Manager, Human Resources

Results: Currently in compliance

Accessibility Requirement: Documented individual accommodation plans.

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Manager, Human Resources

Results: Currently in compliance

Accessibility Requirement: Return to work process.

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Manager, Human Resources

Results: Currently in compliance

Accessibility Requirement: Performance management process

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Manager, Human Resources

Results: Currently in compliance

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Accessibility Requirement: Career Development and advancement

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Manager, Human Resources

Results: Currently in compliance

Accessibility Requirement: Redeployment

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Manager, Human Resources

Results: Currently in compliance

Design of Public Spaces

Accessibility Requirement: Make exterior paths of travel accessible.

Compliance Deadline: January 1, 2016

Current Barriers: None

*Plan to Meet Requirements: *None being developed* - Currently in compliance.*

Potential Future Barriers: None

Responsible Authority: Manager, Human Resources

*Results: *None being developed* - Currently in compliance*

Accessibility Requirement: Make parking accessible (off-street and on-street)

Compliance Deadline: January 1, 2016

Current Barriers: None

*Plan to Meet Requirements: *None being developed* - Currently in compliance.*

Potential Future Barriers: None

Responsible Authority: Manager, Human Resources

*Results: *None being developed* - Currently in compliance*

Accessibility Requirement: Make service counters, queuing guides and waiting areas accessible.

Compliance Deadline: January 1, 2016

Current Barriers: None

*Plan to Meet Requirements: *None being developed* - Currently in compliance.*

Potential Future Barriers: None

Responsible Authority: Manager, Human Resources

*Results: *None being developed* - Currently in compliance*

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Accessibility Requirement: Maintain the accessible parts of your public spaces.

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Manager, Human Resources

Results: Currently in compliance

Authorities/References:

- Accessibility for Ontarians with Disabilities Act, 2005
- Accessibility Standards for Customer Service, Ontario Regulation 429/07
- Blind Person's Rights Act, 1990
- Dog Owners' Liability Act, Ontario
- Food Safety and Quality Act 2001, Ontario Regulation 31/05
- Health Protection and Promotion Act, Ontario Regulation 562
- Ontario Human Rights Code, 1990

For more information on this accessibility plan, please contact: Manager, Human Resources

Our accessibility plan is publicly posted on our Health & Safety board.

This document was created on April 28, 2015, was reviewed, and updated on May 23, 2017, again reviewed, and updated by December 2018.

Most recently reviewed and updated on October 30, 2023.

Last Updated on: October 30, 2023