

# MULTI YEAR ACCESSIBILITY PLAN (2014 to 2021)

(AODA) Accessibility for Ontarians with Disabilities Act 2005



Interventions	Deadline/Status
<p><b>WEB</b></p> <p>To create a new website with the necessary tools that meet the AODA requirements on the Web (WCAG 2.0).</p>	<p>Achieved in June 2014</p> <p>Revised by January 1st 2021</p>
<p><b>TRAINING</b></p> <p>1) To develop a training guide and a quiz to give to all employees and volunteers upon hiring as per the AODA requirements.</p> <p>2) To give training and a quiz to all existing employees and volunteers to inform them of the new AODA requirements.</p> <p>3) To retrain employees and volunteers about all updates including the human rights code, as needed.</p> <p>4) To review annually all policies and training with all employees and volunteers.</p>	<p>1) January 1st 2012</p> <p>2) Annually</p> <p>3) January 1st 2015 and ongoing process</p> <p>4) Annually</p>
<p><b>EMERGENCY PLAN</b></p> <p>To ensure that all employees and volunteers with disabilities receive the requested information in an accessible format and communication support if applicable. To also make sure that all emergency plans be accessible for any person with disabilities.</p>	<p>January 2016, revised January 18th 2017</p>
<p><b>PUBLIC INFORMATION</b></p> <p>1) To facilitate the public feedback process for people with disabilities, upon request;</p> <p>2) To make our emergency &amp; safety plan accessible for people with disabilities, upon request;</p>	<p>1) January 1st, 2015</p> <p>2) January 1st, 2016 updated January 18th 2017</p>
<p><b>MAKE HUMAN RESSOURCE POLICIES ACCESSIBLE</b></p> <p>1) To Inform all employees and clients of our AODA policies;</p> <p>2) To make accessible our hiring process, professional development possibilities along with maintaining our staff in their job position;</p> <p>3) To document the individual accommodation plan process as well as the return to work plan.</p>	<p>1) 2) 3) January 1st 2016, revised January 18th, 2017</p>
<p><b>PREVENTIVE MAINTENANCE</b></p> <p>As per the Ministry of Education’s requirements:</p> <p>a) All playgrounds have to comply with CSA standards and be inspected.</p> <p>b) All playgrounds and access have to be visually inspected by the supervisor of the child care.</p>	<p>Annually</p> <p>Daily</p>

<b>Filing of conformity reports</b>	December 31 <sup>st</sup> , 2014 December 31st, 2017 December 31st, 2020 December 31 <sup>st</sup> , 2023
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