



AODA – Multi-Year Accessibility Plan for the Integrated Accessibility Standards Regulation (IASR)

Intent

This 2023 to 2028 accessibility plan outlines the policies and actions that Macfab Manufacturing Inc. 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

Macfab Manufacturing Inc. 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 effective manner.

Plan

General Requirements			
Accessibility Requirement:	Established accessibility policies	Compliance Deadline:	Complete
Current Barriers:	<ul style="list-style-type: none"> None 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> Five year review and more frequently as applicable laws change 		
Potential Future Barriers:	<ul style="list-style-type: none"> None 		
Responsible Authority:	HR	Results:	Completed
Accessibility Requirement:	Procuring or acquiring goods, services or facilities	Compliance Deadline:	Complete
Current Barriers:	<ul style="list-style-type: none"> None 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> All procurement activities are done verbally and in writing 		
Potential Future Barriers:	<ul style="list-style-type: none"> None 		
Responsible Authority:	HR	Results:	Completed
Accessibility Requirement:	Designing/procuring or acquiring self-serve kiosks	Compliance Deadline:	



Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 		
Potential Future Barriers:	<ul style="list-style-type: none"> • 		
Responsible Authority:		Results:	
Accessibility Requirement:	Training on IASR and the <i>Human Rights Code</i>	Compliance Deadline:	Completed
Current Barriers:	<ul style="list-style-type: none"> • None 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • New employee training done as part of orientation and training of existing employees 		
Potential Future Barriers:	<ul style="list-style-type: none"> • None 		
Responsible Authority:	HR	Results:	Completed

Information and Communications Standard			
Accessibility Requirement:	Feedback Process	Compliance Deadline:	N/A
Current Barriers:	<ul style="list-style-type: none"> • Not practical to survey communication standards 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 		
Potential Future Barriers:	<ul style="list-style-type: none"> • 		
Responsible Authority:		Results:	
Accessibility Requirement:	Accessible formats and communication supports	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • None 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • All information is available to employees, customers and suppliers in accessible formats on an as requested basis 		
Potential Future Barriers:	<ul style="list-style-type: none"> • None 		
Responsible Authority:	HR	Results:	Completed
Accessibility Requirement:	Emergency procedures, plans or public safety information	Compliance Deadline:	Complete



Current Barriers:	<ul style="list-style-type: none"> Emergency evacuation alarms are audible horns, deaf employee unable to hear the alarms 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> Fellow employees have been instructed to direct the employee and the evacuation procedure includes accounting for the presence of all employees 		
Potential Future Barriers:	<ul style="list-style-type: none"> None 		
Responsible Authority:	Operations	Results:	Completed
Accessibility Requirement:	Accessible websites and web content	Compliance Deadline:	Completed
Current Barriers:	<ul style="list-style-type: none"> None 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> Website meets accessible requirements 		
Potential Future Barriers:	<ul style="list-style-type: none"> None 		
Responsible Authority:		Results:	
Accessibility Requirement:	Educational and training resources or materials	Compliance Deadline:	Completed
Current Barriers:	<ul style="list-style-type: none"> None 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> All training resources are verbal and written electronic, access to company provided computers is available for training 		
Potential Future Barriers:	<ul style="list-style-type: none"> None 		
Responsible Authority:	HR	Results:	Completed
Accessibility Requirement:	Training to educators	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> 		
Potential Future Barriers:	<ul style="list-style-type: none"> 		
Responsible Authority:		Results:	

Employment Standard			
Accessibility Requirement:	Recruitment, assessment and selection processes	Compliance Deadline:	Complete
Current Barriers:	<ul style="list-style-type: none"> • None 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • Notification of accessible recruitment 		
Potential Future Barriers:	<ul style="list-style-type: none"> • None 		
Responsible Authority:	HR	Results:	Completed
Accessibility Requirement:	Informing employees of supports	Compliance Deadline:	Complete
Current Barriers:	<ul style="list-style-type: none"> • None 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • Bulletin board posting and company policies available to employees, specifically Human Rights Policy, Accommodation Policy and Accessibility Standard Policy 		
Potential Future Barriers:	<ul style="list-style-type: none"> • None 		
Responsible Authority:	HR	Results:	Completed
Accessibility Requirement:	Accessible formats and communication supports for employees	Compliance Deadline:	Complete
Current Barriers:	<ul style="list-style-type: none"> • Deaf employee communicates by visual lip reading and written instructions, general employee communication is supplemented with written communication 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • If requested, additional communication options will be investigated 		
Potential Future Barriers:	<ul style="list-style-type: none"> • None 		
Responsible Authority:	HR	Results:	Completed
Accessibility Requirement:	Workplace emergency response information	Compliance Deadline:	Complete
Current Barriers:	<ul style="list-style-type: none"> • None 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • Information meets accessibility requirements 		
Potential Future Barriers:	<ul style="list-style-type: none"> • None 		



Responsible Authority:	HR	Results:	Completed
Accessibility Requirement:	Documented individual accommodation plans	Compliance Deadline:	Complete
Current Barriers:	<ul style="list-style-type: none"> • None 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • Documented Accommodation Policy is in place 		
Potential Future Barriers:	<ul style="list-style-type: none"> • None 		
Responsible Authority:	HR	Results:	Completed
Accessibility Requirement:	Return to work process	Compliance Deadline:	Complete
Current Barriers:	<ul style="list-style-type: none"> • None 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • Documented Return to Work Policy is in place 		
Potential Future Barriers:	<ul style="list-style-type: none"> • None 		
Responsible Authority:	HR	Results:	Completed
Accessibility Requirement:	Performance management process	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • None 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • Performance management meetings are written and verbal 		
Potential Future Barriers:	<ul style="list-style-type: none"> • None 		
Responsible Authority:	HR	Results:	Completed
Accessibility Requirement:	Career development and advancement	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 		
Potential Future Barriers:	<ul style="list-style-type: none"> • 		
Responsible Authority:		Results:	
Accessibility Requirement:	Redeployment	Compliance Deadline:	



Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 		
Potential Future Barriers:	<ul style="list-style-type: none"> • 		
Responsible Authority:		Results:	
Transportation Standard – Conventional Transportation			
Accessibility Requirement:	General responsibilities	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 		
Potential Future Barriers:	<ul style="list-style-type: none"> • 		
Responsible Authority:		Results:	
Accessibility Requirement:	Availability of information on accessibility equipment	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 		
Potential Future Barriers:	<ul style="list-style-type: none"> • 		
Responsible Authority:		Results:	
Accessibility Requirement:	Non-functioning accessibility equipment	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 		
Potential Future Barriers:	<ul style="list-style-type: none"> • 		
Responsible Authority:		Results:	
Accessibility Requirement:	Accessibility training	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		



Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Emergency preparedness and response policies	Compliance Deadline:	
Current Barriers:	• Not applicable		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Fares for support persons	Compliance Deadline:	
Current Barriers:	• Not applicable		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Accessibility plans	Compliance Deadline:	
Current Barriers:	• Not applicable		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Alternative accessible method(s) of transportation	Compliance Deadline:	
Current Barriers:	• Not applicable		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		



Responsible Authority:			Results:	
Accessibility Requirement:	Fares (equal fares and accessible fare payment options)		Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 			
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 			
Potential Future Barriers:	<ul style="list-style-type: none"> • 			
Responsible Authority:			Results:	
Accessibility Requirement:	Transit stops		Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 			
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 			
Potential Future Barriers:	<ul style="list-style-type: none"> • 			
Responsible Authority:			Results:	
Accessibility Requirement:	Storage of mobility aids and mobility assistive devices		Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 			
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 			
Potential Future Barriers:	<ul style="list-style-type: none"> • 			
Responsible Authority:			Results:	
Accessibility Requirement:	Fees for the storage of mobility aids and mobility assistive devices		Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 			
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 			
Potential Future Barriers:	<ul style="list-style-type: none"> • 			
Responsible Authority:			Results:	
Accessibility Requirement:	Courtesy seating		Compliance Deadline:	



Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 		
Potential Future Barriers:	<ul style="list-style-type: none"> • 		
Responsible Authority:		Results:	
Accessibility Requirement:	Service disruptions	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 		
Potential Future Barriers:	<ul style="list-style-type: none"> • 		
Responsible Authority:		Results:	
Accessibility Requirement:	Pre-boarding announcements (verbal and electronic)	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 		
Potential Future Barriers:	<ul style="list-style-type: none"> • 		
Responsible Authority:		Results:	
Accessibility Requirement:	On-board announcements (verbal and electronic)	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 		
Potential Future Barriers:	<ul style="list-style-type: none"> • 		
Responsible Authority:		Results:	
Accessibility Requirement:	Technical requirements (sections 53-62)	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 		



Potential Future Barriers:	•		
Responsible Authority:		Results:	

Transportation Standard – Specialized Transportation			
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Accessibility Requirement:	Availability of information on accessibility equipment	Compliance Deadline:	
Current Barriers:	• Not applicable		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Non-functioning accessibility equipment	Compliance Deadline:	
Current Barriers:	• Not applicable		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Accessibility training	Compliance Deadline:	
Current Barriers:	• Not applicable		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Emergency preparedness and response policies	Compliance Deadline:	
Current Barriers:	• Not applicable		
Plan to Meet Requirements:	•		

Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Fares for support persons	Compliance Deadline:	
Current Barriers:	• Not applicable		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Accessibility plans	Compliance Deadline:	
Current Barriers:	• Not applicable		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Categories of eligibility	Compliance Deadline:	
Current Barriers:	• Not applicable		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Eligibility application	Compliance Deadline:	
Current Barriers:	• Not applicable		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	

Accessibility Requirement:	Emergency or compassionate grounds	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 		
Potential Future Barriers:	<ul style="list-style-type: none"> • 		
Responsible Authority:		Results:	
Accessibility Requirement:	Fare Parity	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 		
Potential Future Barriers:	<ul style="list-style-type: none"> • 		
Responsible Authority:		Results:	
Accessibility Requirement:	Visitors	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 		
Potential Future Barriers:	<ul style="list-style-type: none"> • 		
Responsible Authority:		Results:	
Accessibility Requirement:	Origin to destination services	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 		
Potential Future Barriers:	<ul style="list-style-type: none"> • 		
Responsible Authority:		Results:	
Accessibility Requirement:	Coordinated services	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		



Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Hours of service	Compliance Deadline:	
Current Barriers:	• Not applicable		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Bookings	Compliance Deadline:	
Current Barriers:	• Not applicable		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Trip restrictions	Compliance Deadline:	
Current Barriers:	• Not applicable		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Service delays	Compliance Deadline:	
Current Barriers:	• Not applicable		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		



Responsible Authority:		Results:	
Accessibility Requirement:	Companions and children	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 		
Potential Future Barriers:	<ul style="list-style-type: none"> • 		
Responsible Authority:		Results:	

Design of Public Spaces (<i>Accessibility Standards for the Built Environment</i>)			
Accessibility Requirement:	Make recreation trails and beach access routes accessible	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 		
Potential Future Barriers:	<ul style="list-style-type: none"> • 		
Responsible Authority:		Results:	
Accessibility Requirement:	Make outdoor public eating areas accessible	Compliance Deadline:	Complete
Current Barriers:	<ul style="list-style-type: none"> • None 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • All public spaces are accessible 		
Potential Future Barriers:	<ul style="list-style-type: none"> • 		
Responsible Authority:		Results:	
Accessibility Requirement:	Make outdoor play spaces accessible	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 		
Potential Future Barriers:	<ul style="list-style-type: none"> • 		



Responsible Authority:			Results:	
Accessibility Requirement:	Make exterior paths of travel accessible		Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • None 			
Plan to Meet Requirements:	<ul style="list-style-type: none"> • All exterior paths are travel accessible 			
Potential Future Barriers:	<ul style="list-style-type: none"> • None 			
Responsible Authority:	Operations	Results:	Completed	
Accessibility Requirement:	Make parking accessible (off-street and on-street)		Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 			
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 			
Potential Future Barriers:	<ul style="list-style-type: none"> • 			
Responsible Authority:			Results:	
Accessibility Requirement:	Make service counters, queuing guides and waiting areas accessible		Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> • Not applicable 			
Plan to Meet Requirements:	<ul style="list-style-type: none"> • 			
Potential Future Barriers:	<ul style="list-style-type: none"> • 			
Responsible Authority:			Results:	
Accessibility Requirement:	Maintain the accessible parts of your public spaces		Compliance Deadline:	Complete
Current Barriers:	<ul style="list-style-type: none"> • None 			
Plan to Meet Requirements:	<ul style="list-style-type: none"> • All public spaces are accessible 			
Potential Future Barriers:	<ul style="list-style-type: none"> • None 			
Responsible Authority:	Operations	Results:	Completed	



Customer Service Standards			
Accessibility Requirement:	Develop, implement, and maintain policies regarding the provisions of goods, services, or facilities to persons with disabilities	Compliance Deadline:	Complete
Current Barriers:	<ul style="list-style-type: none"> None 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> All policies with respect to accessibility are complete, specifically addressed in Human Rights Policy, Accommodation Policy and Accessibility Policy 		
Potential Future Barriers:	<ul style="list-style-type: none"> None 		
Responsible Authority:	HR	Results:	Completed
Accessibility Requirement:	Prepare one or more documents describing the accessible customer service policies, provide on request, and notify that the documents are available on request	Compliance Deadline:	Complete
Current Barriers:	<ul style="list-style-type: none"> None 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> See Human Rights, Accommodation and Accessibility Policies 		
Potential Future Barriers:	<ul style="list-style-type: none"> None 		
Responsible Authority:	HR	Results:	Completed
Accessibility Requirement:	Ensure that a person with a disability is permitted to enter the premises with their service animal and to keep the animal with them, unless the animal is otherwise excluded by law from the premises	Compliance Deadline:	Complete
Current Barriers:	<ul style="list-style-type: none"> None 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> Service animals are permitted 		
Potential Future Barriers:	<ul style="list-style-type: none"> None 		
Responsible Authority:	HR	Results:	Completed
Accessibility Requirement:	Ensure that other measures are available to enable a person with a disability to obtain, use, or benefit from Macfab Manufacturing Inc.'s goods, services, or facilities if the person's service animal is excluded from the premises	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> Not applicable 		



Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Ensure that a person with a disability and their support person are permitted to enter the premises together and that the person with a disability is not prevented from having access to the support person while on the premises	Compliance Deadline:	Complete
Current Barriers:	• None		
Plan to Meet Requirements:	• Support persons are permitted		
Potential Future Barriers:	• None		
Responsible Authority:	HR	Results:	Completed
Accessibility Requirement:	Require a person with a disability to be accompanied by their support person only for a valid health and safety reason and after consulting with the person with a disability	Compliance Deadline:	Complete
Current Barriers:	• None		
Plan to Meet Requirements:	• Support persons are permitted		
Potential Future Barriers:	• None		
Responsible Authority:	HR	Results:	Completed
Accessibility Requirement:	Provide advance notice if there is an admission charge for a support person	Compliance Deadline:	
Current Barriers:	• Not applicable		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Waive the admission charge when a support person is required to accompany a person with a disability	Compliance Deadline:	
Current Barriers:	• Not applicable		



Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Provide notice of any temporary disruption to services that may affect persons with disabilities	Compliance Deadline:	Complete
Current Barriers:	• None		
Plan to Meet Requirements:	• No barriers that would be disrupted		
Potential Future Barriers:	• None		
Responsible Authority:	HR	Results:	Completed
Accessibility Requirement:	Prepare a document on temporary disruption of services, provide document on request, notify that the document is available on request	Compliance Deadline:	
Current Barriers:	• Not applicable		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Provide accessible customer service training to all staff	Compliance Deadline:	Complete
Current Barriers:	• None		
Plan to Meet Requirements:	• Employee training completed		
Potential Future Barriers:	• None		
Responsible Authority:	HR	Results:	Completed
Accessibility Requirement:	Provide training on changes to policies to staff on an ongoing basis and keep records of training	Compliance Deadline:	Complete
Current Barriers:	• None		
Plan to Meet Requirements:	• Training records maintained by HR		



Potential Future Barriers:	<ul style="list-style-type: none"> None 		
Responsible Authority:	HR	Results:	Completed
Accessibility Requirement:	Prepare a document on the training policy, provide a copy of the document on request, notify that the document is available on request	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> 		
Potential Future Barriers:	<ul style="list-style-type: none"> 		
Responsible Authority:		Results:	
Accessibility Requirement:	Establish a feedback process for providing goods, services, or facilities to persons with disabilities	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> 		
Potential Future Barriers:	<ul style="list-style-type: none"> 		
Responsible Authority:		Results:	
Accessibility Requirement:	Prepare a document on the feedback process, provide a copy of the document on request, notify that the document is available on request	Compliance Deadline:	
Current Barriers:	<ul style="list-style-type: none"> Not applicable 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> 		
Potential Future Barriers:	<ul style="list-style-type: none"> 		
Responsible Authority:		Results:	
Accessibility Requirement:	Ensure that documents or information given to a person with a disability are offered in an accessible format or with communication support	Compliance Deadline:	Complete
Current Barriers:	<ul style="list-style-type: none"> None 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> Verbal information provided in-person lip reading and in written format for deaf employee 		
Potential Future Barriers:	<ul style="list-style-type: none"> None 		



Responsible Authority:	HR	Results:	Completed
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Review and Update

This document was created on Dec 14, 2016 and must be reviewed and updated by Dec 14, 2021.