Child & Community Resources

Multi-Year Accessibility Plan

Part 1: Identify your organization's strategy to meet the following requirements of the IASR

AODA Standard	IASR requirement	Due Date dd-mm-yy	Target Completion Date dd-mm-yy	Steps to take	Completion Status
IASR General Requirements					
	Create policies and procedures for each standard.	1-Jan-14	1-Jan-14		Completed
	Create Multi-Year Accessibility plan.	1-Jan-14	1-Jan-14		Completed
	Provide training to all employees and volunteers on their responsibilities under the IASR and the Human Rights Code that relates to accessibility.	1-Jan-15	Ongoing		Completed
	Complete government accessibility report.	31-Dec-12	12-Nov-12		Completed
	Complete government accessibility report.	31-Dec-14	27-Feb-14		Completed
	Complete government accessibility report.	31-Dec-17	31-Dec-17		Completed
	Update Multi-Year Accessibility Plan.	1-Jan-19	1-Jan-19	Review plan on an annual basis.	Updated-Dec. 2014
	Complete government accessibility report.	31-Dec-20	31-Dec-20		Completed
	Complete government accessibility report.	31-Dec-23	31-Dec-23		Completed

AODA Standard	IASR requirement	Due Date dd-mm-yy	Target Completion Date dd-mm-yy	Steps to take	Completion Status
Information & Communications					
	Emergency and public safety information accessible to the public.	1-Jan-12	Ongoing	Post on website.	
	All new internet websites and web content must conform with WCAG 2.0 level A.	1-Jan-14	1-Jan-14		Completed
	Feedback processes are accessible. e.g. Surveys	1-Jan-15	Ongoing	Website or upon request	Completed
	Information about organization's services and facilities are accessible.	1-Jan-16	Ongoing	Website or upon request	
	All internet website and website content conforms with WCAG 2.0 level AA (excluding live captioning and audio description).	1-Jan-21	30-Sep-14		Completed
Employment					
	Individual plans provided to help employees with disabilities during an emergency.	1-Jan-12	Completed Ongoing	Reviewed annually with employees.	Completed
	Notify employees, potential hires and public that accommodations can be made during recruitment, assessment and selection processes for people with disabilities.	1-Jan-16	Completed Ongoing	Notification indicated on all job postings.	Completed
	Notify new hires and employees of policies for accommodating employees with disabilities.	1-Jan-16	Completed Ongoing	Onboarding and annual policy review with employees.	Completed

AODA Standard	IASR requirement	Due Date dd-mm-yy	Target Completion Date dd-mm-yy	Steps to take	Completion Status
Employment (cont'd)					
	Individual accommodation plans for employees with a disability.	1-Jan-16	Completed Ongoing	Onboarding and annual policy review with employees.	Completed
	Have a written return to work process in place for employees who have been absent due to a disability.	1-Jan-16	Completed Ongoing	Onboarding and annual policy review with employees.	Completed
	Needs of employees with disabilities are taken into consideration when establishing a performance management and career development plan.	1-Jan-16	Completed Ongoing		Completed
Design of Public Spaces					
	Make new or redeveloped spaces accessible.	1-Jan-17	1-Jan-17	AODA will be considered when selecting new CCR locations.	
	Maintain accessible elements of public spaces.	1-Jan-17	1-Jan-17	Ongoing	

AODA Standard	IASR requirement	Due Date dd-mm-yy	Target Completion Date dd-mm-yy	Steps to take	Completion Status
Part 2: Identify your strategy to prevent and remove additional barrier in your organization.					
Barrier	Steps to take	Completion Date		Completion Status	Staff Lead