

2012 to 2017 Multi-Year Accessibility Plan

Integrated Accessibility Standards Regulation (IASR)

General Deliverables	Proposed Implementation Date	Completion Date	Legislated Date for Large Private & Non Profits (January)
Policies & Procedures			2014
Create Policies with Statement of Organizational Commitment in written form	4/1/2013	4/1/2013	2014
Approval and Sign off	4/1/2013	4/1/2013	2014
Make available to the Public	1/1/2014	2/1/2014	2014
Available in Alternative Formats - upon request	1/1/2014	1/1/2014	2014
Accessibility Plan - Multi Year			2014
Develop Accessibility Plan	4/1/2013	4/1/2013	2014
Accessibility Plans - Post to web	1/1/2014	2/1/2014	2014
Prepare an Annual Status Report and post	12/1/2014		2014
Review every 5 years			
Provide in alternative format		January-01-14	2014
Accessibility Self Service Kiosk - have regard for	1/1/2014	1/1/2014	2014
Training - All employees & volunteers, policy developers, those providing goods or services on behalf of organization regarding IRS and Human Rights Code	First quarter of 2015		2015
Decide on training delivery	3/1/2014	3/1/2014	
Create schedule for current staff and new staff	3/1/2014	3/1/2014	
Training completed	5/1/2014	7/7/2015	

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Information & Communications	Proposed Date for Implementation	Date of Completion	Legislated Date for Large Private & Non Profits (January)
Emergency Procedure Plans or Public Safety Information - inventory and make accessible		4/1/2013	2012
Feedback - is feedback system accessible upon request	1/1/2015		2015
Accessible formats and communication supports upon request (timely manner, no cost charged to other persons)	1/1/2015		2016
Create inventory of current documents	1/1/2015		
Create document renewal plan	1/1/2015		
Create Strategic Communication Plan -create processes for flow of documents, who creates source documents, who ensures pdf's are accessible, who checks for accessibility before posting to website, decide on corporate wide fonts, staff training on accessible document creation, analysis of website content and new content	1/1/2015		
Website New Internet WCAG 2.0 Level AA (other then closed caption Live pre-recorded audio)		1/1/2014	2014
All internet websites and web content WCAG 2.0 Level AA	1/1/2021		2021

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Employment	Proposed Date for Implementation	Date of Completion	Legislated Date for Large Private & Non Profits (January)
HR Staff to develop deliverables and processes for below	1/1/2016		
Workplace Emergency Response		2/1/2013	2012
Recruitment - notify employees and public regarding availability of accommodation	1/1/2016		2016
Notify applicant - availability of accommodation upon request for assessments or selection process	1/1/2016		2016
Inform employees of policies regarding job accommodations	1/1/2016		2016
Accessible formats and communication supports available to perform job	1/1/2016		2016
Have a Documented Individual Accessibility Plan	1/1/2016		2016
Have a Return to Work Process	1/1/2016		2016
Performance Management takes into account accessibility needs	1/1/2016		2016
Career Development and Advancement Process takes into account accessibility needs	1/1/2016		2016
Redeployment process takes into account accessibility needs	1/1/2016		2016

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Public Spaces	Proposed Date for Implementation	Date of Completion	Legislated Date for Large Private & Non Profits (January)
Incorporate the Design of Public Spaces on newly developed or redeveloped recreational trails and beach access routes, outdoor public use eating areas, outdoor play spaces, exterior paths of travel, accessible parking and service related elements	1/1/2017		2017
If developing recreational trails consult with public, persons with disabilities and municipal AAC if there is one	1/1/2017		2017
Provide maintenance and restoration of public spaces	1/1/2017		2017
Develop procedures for preventative and emergency maintenance of accessible elements	1/1/2017		2017
Develop procedures for dealing with temporary disruptions when accessible elements under	1/1/2017		2017
Report every three years as of December 31, 2014	1/1/2017		2017