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Multi-Year Accessibility Plan for Anova

dated: Oct 28, 2013

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

AODA Standard	IASR requirement	Due Date	Steps to take	Barriers and Plans for Barrier Removal	Target Completion Date	Completion
<u>IASR General Requirement</u>						
	Create policies and procedures for each standard	Jan. 1, 2014	Customer service policy approved July 2011; IASR policy under development		Mar-14	
	Create Multi-Year Accessibility plans	Jan. 1, 2014	Webinar series completed Oct 2013; review plan and steps		Jan-14	completed
	Train all staff and volunteers (including Board Members) on what they have to do under the IASR and on aspects of the Human Rights Code that relate to accessibility	Jan. 1, 2015	Presentation at staff mtg Nov 27,2013		Board - Spring 2014	completed
	Complete government accessibility report	Dec. 31, 2017				
	Update Multi-Year Accessibility Plan	Jan. 1, 2019				Dec. 2014

AODA Standard	IASR requirement	Due Date	Steps to take	Barriers and Plans for Barrier Removal	Target Completion Date	Completion
	Complete government accessibility report	Dec. 31, 2020				
	Complete government accessibility report	Dec. 31, 2023				
<u>Information & Communications</u>						
	When asked, make your emergency and public safety information accessible to the public	Jan. 1, 2012	Emergency info for staff use in Disaster policy etc. , reviewed with residents at House Meetings ongoing basis. Emergency and public safety information provided on web vetted with Management. MCSS notified of service interruptions. * Develop a process for responding to requests and supports	Safety of information re: abusive partners	Jan-14	Dec-12
	All new internet websites and web content on those sites must conform with WCAG 2.0 level A	Jan. 1, 2014				
	Feedback processes, via email, phone, written documents are accessible when asked	Jan. 1, 2015			Jan-11	Dec-14

AODA Standard	IASR requirement	Due Date	Steps to take	Barriers and Plans for Barrier Removal	Target Completion Date	Completion
	Make information about your organization's goods, services and facilities accessible upon request	Jan. 1, 2016	Requests for alternative formats and supports processed by Residential Managers. IASR plan indicates that all documents will be created using a structured electronic format to allow for easier conversion to alternative formats		Mar-15	Dec-14
	All internet website and website content conforms with WCAG 2.0 level AA (excluding live captioning and audio description)	Jan. 1, 2021				
<u>Employment</u>						
	When necessary, provide individual plans to help employees with disabilities during an emergency, or emergency information that's formatted so an employee with a disability can understand it.	Jan. 1, 2012	Emergency plan for employee with a disability in place and all new staff informed. Request updates and follow up with employees annually to declare new/changed disability issues.			Dec 01,2011
	Notify employees, potential hires and public that accommodations can be made during recruitment, assessment and selection processes for people with disabilities	Jan. 1, 2016				complete

AODA Standard	IASR requirement	Due Date	Steps to take	Barriers and Plans for Barrier Removal	Target Completion Date	Completion
	Notify new hires and staff of policies for accommodating employees with disabilities	Jan. 1, 2016				complete
	Have in place a written process to develop individual accommodation plans for employees with a disability	Jan. 1, 2016	<u>Example:</u> * Develop a process and procedure for these requests			
	Have a written return to work process in place for employees who have been absent due to a disability	Jan. 1, 2016				Nov. 12,2012
	If your office uses performance management, career development and redeployment processes, take the needs of employees with disabilities into account	Jan. 1, 2016				complete
<u>Design of Public Spaces</u>	Make new or redeveloped spaces accessible	Jan. 1, 2017				
	Maintain accessible elements of public spaces	Jan. 1, 2017				complete

AODA Standard	IASR requirement	Due Date	Steps to take	Barriers and Plans for Barrier Removal	Target Completion Date	Completion
Part 2: Identify your strategy to prevent and remove additional barrier in your organization						
Barrier	Steps to Take	Targeted Completion Date	Completion Status	Staff Lead	Potential Costs	
	Respond to all issues from Cust. feedback process according to policy and issues that arise from accessibility reviews.		No compliants received to date	Director		ongoing
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