

2019 to 2024 Multi-year Accessibility Plan

Integrated Accessibility Standards Regulations (IASR)

General Deliverable	Proposed Implementation Date	Actual Completion Date	Legislated Date (January)
Policies & Procedures		17-Sep-14	2014
Create policies with statement of organizational commitment in written form		17-Sep-14	2014
Approval & sign off		17-Sep-14	2014
Make available to the public		30-Sep-14	2014
Available in the alternative formats	Upon request	17-Sep-14	2014
Accessibility Plan – Multi Year		17-Sep-14	2014
Develop Accessibility Plan		17-Sep-14	2014
Accessibility Plans – Post to web		30-Sep-14	2014
Prepare an Annual Status Report and post		30-Sep-14	2014
Continue to work on Accessibility Plan, review progress and update. Update regularly and every five years.		05-12-2018	
Provide in alternative format	Upon Request		2014
Training – All employees & volunteers, policy developers, those providing goods or services on behalf of organization regarding IASR and Human Rights Code	1-Jan-15	Jul-15	2015

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Information & Communications	Proposed Date for Implementation	Actual Date of Completion	Legislated Date (January)
Emergency Procedure Plans or Public Safety Information – inventory & make accessible	Orient Upon Arrival		2012
Feedback – ensure feedback system accessible		30-Sep-14	2015
Accessible formats and communication supports upon request (timely manner, no cost charged if none charged to other persons)	Upon Request		2016
Create inventory of current documents			
Create document renewal plan			
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			
If creating a new Website WCAG 2.0 Level AA (other than closed caption Live pre-recorded audio)	N/A	N/A	2014
All internet websites and web content WCAG 2.0 Level AA	2021		2021
Review all content on website back to 2012 to ensure everything is accessible	2021		2021

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Employment	Proposed Date for Implementation	Actual Date of Completion	Legislated Date (January)
HR Staff develop deliverables and processes	2019		
Workplace Emergency Response for staff	Upon Request		2012
Recruitment – notify employees and public regarding availability of accommodation	2016	December - 2018	2016
Notify applicant – availability of accommodation upon request for assessments or selection process	2016	December - 2018	2016
Inform employees of policies regarding job accommodations	2016	December - 2018	2016
Providing accessible formats and communication supports available to perform job	2016	Upon Request	2016
Have a Documented Individual Accommodation Plan (IAP)	2016	2018	2016
Have a Return to Work Process	2016	December – 2018	2016
Performance Management takes into account accessibility needs	2016	2019	2016
Career Development and Advancement Process takes into account accessibility needs	2016	2019	2016
Redeployment process takes into account accessibility needs	2016	2019	2016