

Multi-Year Accessibility Plan for the Ontario Association of Children's Aid Societies

Part 1: OACAS' strategy to meet the following requirements of the IASR

AODA Standard	IASR requirement	Target Completion Date	Completion Status
IASR General Requirements			
	Develop a Statement of Commitment, Customer Service Standard Policy and Employment Standard Policy	20-Dec-13	Completed November 2013 - Reviewed and Revised September 2016
	Review all internal policies to ensure that AODA principles have been incorporated	01-Dec-14	Completed
	Train on AODA and human rights code	01-Jan-15	Completed
	Complete government accessibility report	31-Dec-17	Ongoing - every 3 years
	Update Multi-Year Accessibility Plan	30-Dec-18	Ongoing
Information & Communications			
	When asked, make your emergency and public safety information accessible to the public	01-Jan-12	Completed
	All new internet websites and web content on those sites must conform with WCAG 2.0 level A	01-Jan-14	Completed
	Make feedback process accessible, when asked (e.g. surveys)	01-Jan-15	Completed - Customer Service Policy & Commitment Statement both state this
	Make information about services and facilities accessible upon request	01-Jan-16	Completed - Customer Service Policy & Commitment Statement both state this

	All internet website and website content conforms with WCAG 2.0 level AA (excluding live captioning and audio description)	31-Dec-20	Completed
<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.	01-Jan-12	Completed
	Notify employees, potential hires and public that accommodation can be made during recruitment, assessment and selection processes for people with disabilities	31-Dec-14	Completed
	Notify new hires and staff of policies for accommodating employees with disabilities	01-Jan-16	Completed
	Have in place a written process to develop individual accommodation plans for employees with a disability	31-Dec-14	Completed
	Have a written return to work process in place for employees who have been absent due to a disability	31-Dec-14	Completed
	For performance management, career development and redeployment processes, take the needs of employees with disabilities into account	31-Dec-14	Completed
<u>Design of Public Spaces</u>			
	Make new or redeveloped spaces accessible	As Required	
	Maintain accessible elements of public spaces	Ongoing	

Part 2: OACAS' strategy to prevent and remove additional barriers in the organization

Barrier	Steps to Take	Targeted Completion Date	Completion Status
Fire Safety Exits - there is currently no way to get persons with a disability down the stairs	Work with Joint Health & Safety Committee and building management to find a solution	As soon as possible	ongoing
1st Floor Main Entrance	Talk with building management about installing automatic door opener. Check width of door; check if 2nd door is a possible barrier for a wheelchair	01-Jan-17	Completed
2nd Floor Entrance	Recommend installing an automatic door opener	01-Jan-21	Completed
3rd Floor Entrance	Recommend installing an automatic door opener	01-Jan-21	Completed
Meeting Rooms	Assess if installing an automatic door opener is a possibility	01-Jan-17	Completed
Elevator. Height of buttons is not suitable for shorter persons or those in a mobility device	Work with building management to find a solution to height of buttons	01-Jan-17	Completed
Washroom access for those in a mobility device (door width, height of towels, sink)	Assess 2nd and 3rd floor washrooms to determine needs	31-Dec-21	Pending
Parking garage	Assess if space is accessible	01-Jan-17	Completed
Counters at reception are too high	Assess for possible solution	31-Dec-21	Pending
Counter heights in kitchen and meeting rooms	Assess height barrier - check standards	31-Dec-21	Pending