

## **MULTI YEAR ACCESSIBILITY PLAN (ONTARIO)**

Accessibility for Ontarians with Disabilities Act, 2005 (AODA)



## MULTI YEAR ACCESSIBILITY PLAN

### ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT, 2005 (AODA)

Action Items	Timeline / Status
<b>Employee Communication:</b> Revise, update and reissue the company's existing Accessibility Policy and Multi-Year Accessibility Plan .	2014-DEC-19
<b>Training:</b> Update all Ontario employees in respect to the current AODA requirements and related compliance requirements. A) Review current online training program, update as required and re-distribute to the applicable employees. Ensure on-going distribution to any new Ivanhoé Cambridge employees. B) Have required employees complete the training.	A) 2015-JAN-30 B) 2015-FEB-27
<b>Barriers:</b> Annually, generate an Ontario-wide survey to property management to ensure on-going awareness and compliance by locating potential and obvious accessibility barriers, including any non-compliant "self-serve kiosk" type installations. Property management will establish a local plan to either remove or to mitigate the identified barriers.	2015- MAR-31
<b>Websites:</b> Generate an Ontario-wide reminder to the General Managers ensuring that all property websites will be in compliance with the applicable standard (currently WCAG 2.0) whenever a new website is created or upon extensive revision of a current website. Properties will also ensure that links are provided for the Accessibility Policy and Multi-Year Accessibility Plans.	2015-MAR-31
<b>Facilitation:</b> Property management will monitor and remind property employees in respect to the importance of both being responsive to and facilitating communication with persons with disabilities.	On-Going
<b>Emergency Plans:</b> Property management will ensure that any employee, who is a person with a disability, will receive the appropriate information with applicable Accessible Formats and Communication Supports. Also and upon request, property management will ensure emergency plans are similarly made available for any person with a disability.	On-Going
<b>Ontario Committee:</b> An Ontario Accessibility Committee has been formed within Ivanhoé Cambridge and serves as a central point of contact for escalated situations wherever an issue cannot be resolved at the property level.	Completed