

AODA – Multi-Year Accessibility Plan for the Integrated Accessibility Standards Regulation (IASR)

Intent

This 2023 – 2028 accessibility plan outlines what steps BRC will take to prevent barriers to accessibility, and to improve opportunities for people with disabilities in accordance with the requirements communicated under the *Integrated Accessibility Standards, Ontario Regulation 191/11*.

Statement of Commitment

BRC believes in equal opportunity and is committed to providing a barrier-free environment that allows all people to maintain their independence and dignity. As an organization, we respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act (2005)* and its associated Regulations and strive to meet the needs of individuals with disabilities in a timely and effective manner.

Plan

| General Requirements | | | |
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| Accessibility Requirement: | Establishment of accessibility policies | Compliance Deadline: | Jan. 1, 2014 |
| Current Barriers: | None | | |
| Plan to Meet Requirements: | Write and publish accessibility policies. | | |
| Potential Future Barriers: | Ongoing updates, as required | | |
| Responsible Authority: | David Mead | Results: | Completed |
| Accessibility Requirement: | Training on IASR and the <i>Human Rights Code</i> | Compliance Deadline: | Jan. 1, 2015 |
| Current Barriers: | None | | |
| Plan to Meet Requirements: | Establish and conduct training to all employees | | |
| Potential Future Barriers: | Ongoing updates and training of new employees as required | | |
| Responsible Authority: | David Mead | Results: | Completed |

| Information and Communications Standard | | | |
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| Accessibility Requirement: | Accessible formats and communication supports | Compliance Deadline: | Jan. 1, 2016 |
| Current Barriers: | None | | |
| Plan to Meet Requirements: | Ensure BRC provides or arranges for the provision of accessible formats and communication supports, when requested. | | |

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| Potential Future Barriers: | | | |
| Responsible Authority: | Nicole Chapman | Results: | Completed |
| Accessibility Requirement: | Accessible websites and web content | Compliance Deadline: | Jan. 1, 2014 |
| Current Barriers: | | | |
| Plan to Meet Requirements: | New website was built with AODA web accessibility standards in mind. | | |
| Potential Future Barriers: | Ensure new technology and website updates comply. | | |
| Responsible Authority: | Emily Boland | Results: | Completed |

| Employment Standard | | | |
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| Accessibility Requirement: | Recruitment, assessment and selection processes | Compliance Deadline: | Jan. 1, 2016 |
| Current Barriers: | None | | |
| Plan to Meet Requirements: | Applicants will be informed that accommodations are available, upon request, for the interview process and for other candidate selection methods. Where an accommodation is requested, BRC will consult with the applicant and provide or arrange for suitable accommodation. When making offers of employment, BRC will notify the successful applicant of its policies for accommodating employees with disabilities. | | |
| Potential Future Barriers: | | | |
| Responsible Authority: | Krystina McKay | Results: | Completed |
| Accessibility Requirement: | Informing employees of supports | Compliance Deadline: | Jan. 1, 2016 |
| Current Barriers: | None | | |
| Plan to Meet Requirements: | <p>BRC will ensure that employees are aware of our policies for employees with disabilities and any changes to these policies as they occur.</p> <p>BRC will consult with the employee making the request in determining the suitability of an accessible format or communication support.</p> | | |
| Potential Future Barriers: | Ongoing training for all new employees. | | |
| Responsible Authority: | Nicole Chapman | Results: | Completed |

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| Accessibility Requirement: | Accessible formats and communication supports for employees | Compliance Deadline: | Jan. 1, 2016 |
| Current Barriers: | None | | |
| Plan to Meet Requirements: | <p>If an employee with a disability requests it, BRC will provide or arrange for the provision of accessible formats and communication supports for the following:</p> <ul style="list-style-type: none"> • Information needed in order to perform his/her job; and • Information that is generally available to all employees in the workplace. | | |
| Potential Future Barriers: | Ongoing training for all new employees. | | |
| Responsible Authority: | Nicole Chapman | Results: | Completed |
| Accessibility Requirement: | Workplace emergency response information | Compliance Deadline: | Jan. 1, 2012 |
| Current Barriers: | None | | |
| Plan to Meet Requirements: | Where required, BRC will create individual workplace emergency response information for employees with disabilities. This information will take into account the unique challenges created by the individual's disability and the physical nature of the workplace and will be created in consultation with the employee. | | |
| Potential Future Barriers: | Ongoing training for all new employees. | | |
| Responsible Authority: | Nicole Chapman | Results: | Completed |
| Accessibility Requirement: | Documented individual accommodation plans | Compliance Deadline: | Jan. 1, 2016 |
| Current Barriers: | None | | |
| Plan to Meet Requirements: | BRC will develop and have in place written processes for documenting individual accommodation plans for employees with disabilities. | | |
| Potential Future Barriers: | Ongoing training for all new employees. | | |
| Responsible Authority: | Krystina McKay | Results: | Completed |
| Accessibility Requirement: | Return to work process | Compliance Deadline: | Jan. 1, 2016 |
| Current Barriers: | None | | |
| Plan to Meet Requirements: | BRC will develop and implement return to work processes for employees who are absent from work due to a disability | | |

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| | and require disability-related accommodation(s) in order to return to work. | | |
| Potential Future Barriers: | Ongoing training for all new employees. | | |
| Responsible Authority: | Krystina McKay | Results: | Completed |
| Accessibility Requirement: | Performance management process | Compliance Deadline: | Jan. 1, 2016 |
| Current Barriers: | None | | |
| Plan to Meet Requirements: | BRC will consider the accessibility needs of employees with disabilities when implementing performance management processes. | | |
| Potential Future Barriers: | Ongoing training for all new employees. | | |
| Responsible Authority: | Krystina McKay | Results: | Completed |
| Accessibility Requirement: | Career development and advancement | Compliance Deadline: | Jan. 1, 2016 |
| Current Barriers: | None | | |
| Plan to Meet Requirements: | BRC will consider the accessibility needs of employees with disabilities when offering career development or advancement opportunities. | | |
| Potential Future Barriers: | Ongoing training for all new employees. | | |
| Responsible Authority: | Krystina McKay | Results: | Completed |
| Accessibility Requirement: | Redeployment | Compliance Deadline: | Jan. 1, 2016 |
| Current Barriers: | None | | |
| Plan to Meet Requirements: | BRC will ensure the accessibility needs of employees with disabilities will be taken into account in the event of redeployment. | | |
| Potential Future Barriers: | Ongoing training for all new employees. | | |
| Responsible Authority: | Nicole Chapman | Results: | Completed |