



CANADIAN PARALYMPIC COMMITTEE

MULTI-YEAR ACCESSIBILITY PLAN TO PREVENT AND REMOVE BARRIERS TO ACCESSIBILITY

About the Accessibility for Ontarians with Disabilities Act, 2015 (AODA)

The Accessibility for Ontarians with Disabilities Act, 2015 (AODA) is a Provincial Act with the purpose of developing, implementing, and enforcing accessibility standards in order to achieve accessibility for people with disabilities and others with accessibility needs. The AODA mandates five standards in the following areas:

1. Customer Service
2. Employment
3. Information and Communications
4. Design of Public Spaces
5. Transportation

As an organization operating in Ontario, CPC is obligated to meet all relevant AODA requirements as articulated in the Customer Service Regulation and the Integrated Accessibility Standards Regulation as it pertains to the business of CPC. The following plan and policies describe how CPC is meeting those obligations as outlined in the Integrated Accessibility Standards Regulation and the Customer Service Regulation of the AODA.

The AODA and its standards are not a replacement or substitution for the requirements of the *Human Rights Code* (Ontario).

Multi-Year Accessibility Plan

The Canadian Paralympic Committee (“CPC”) accessibility plan (the “Plan”) outlines the policies and actions that the CPC has already taken and will put in place to improve opportunities for people with disabilities with a focus on preventing and removing barriers to accessibility. This multiyear plan will be reviewed at least once every five years and will be posted on the CPC website. It will be provided in an accessible format upon request. The multi-year plan is a living document and will be updated as required to ensure accessibility for all.

Statement

The Canadian Paralympic Committee's ("CPC") vision is "through Paralympic sport, an inclusive world". We imagine an inclusive Canada where people feel a sense of belonging; where accessibility is centered, where we work together to create access; and where people with disabilities are valued for all their capabilities, diversity, and differences. Through Paralympic sport, we have a platform to model and promote what disability inclusion and accessibility can look like, and we will work across several areas to drive meaningful change.

In keeping with the standards of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and the Ontario Human Rights Code, CPC will strive to continuously improve the accessibility of services and meet the needs of individuals with disabilities. CPC will do this by working to reduce and/or eliminate barriers, including physical, environmental, attitudinal, communication, technological, and systemic that may prevent the full participation of persons with disabilities in CPC's services and support.

We are committed to ensuring that all AODA requirements are adhered to rigorously. Everyone has a role in creating an equitable and inclusive environment, as well as in the accommodation process and the identification, removal, and/or reduction of accessibility barriers. Any policy of the CPC that does not respect and promote the dignity and independence of people with disabilities will be modified or removed.

CPC's Multi-Year Accessibility Plan

Integrated Accessibility Standard	Detailed Standard	Actions	Status
Accessibility Policy	Establish and communicate Policy and Guidelines on Accessibility	<ul style="list-style-type: none"> • Establish an Accessibility Policy 	<ul style="list-style-type: none"> • Continuous compliance-COMPLETED
		<ul style="list-style-type: none"> • Ensure the Accessibility Policy addresses the requirements set out in the Integrated Accessibility Standards 	<ul style="list-style-type: none"> • Continuous compliance-COMPLETED
		<ul style="list-style-type: none"> • Communicate the Accessibility Policy to all employees 	<ul style="list-style-type: none"> • Continuous compliance-COMPLETED
		<ul style="list-style-type: none"> • Create a link to the Accessibility Policy on the CPC website 	<ul style="list-style-type: none"> • Continuous compliance-COMPLETED
		<ul style="list-style-type: none"> • Provide or arrange for accessible formats and communication supports for the Accessibility Policy for persons with disabilities in a timely manner 	<ul style="list-style-type: none"> • Continuous compliance; Will be provided, upon request

Customer Service and Design of Public Spaces	Provide accessible customer service	<ul style="list-style-type: none"> • Train staff and volunteers to serve customers of all abilities • All CPC staff will respect and promote the rights of persons with disabilities. 	<ul style="list-style-type: none"> • Continuous compliance
		<ul style="list-style-type: none"> • Welcome service animals and support persons 	<ul style="list-style-type: none"> • Continuous compliance
		<ul style="list-style-type: none"> • Create accessible ways for people to provide feedback 	<ul style="list-style-type: none"> • Continuous compliance
	Self-service kiosks	<ul style="list-style-type: none"> • Currently <u>not</u> applicable to the CPC; Will comply as required. 	
	Design of Public Places	<ul style="list-style-type: none"> • We will strive to ensure that we meet principles of universal design in all of our meetings, reception, or other relevant areas and implement the AODA design requirements for any planned renovations to relevant areas or relocation to new places. • Currently <u>not</u> applicable to the CPC; Will comply as required. 	
Multi-Year Plan	Create a Multi-Year Accessibility Plan that outlines how CPC will meet its accessibility requirements, address any current barriers to accessibility, and prevent and remove future barriers	<ul style="list-style-type: none"> • Create a Multi-Year Plan Accessibility Plan 	<ul style="list-style-type: none"> • COMPLETED
		<ul style="list-style-type: none"> • Communicate to employees 	<ul style="list-style-type: none"> • For immediate implementation upon approval of the Plan
		<ul style="list-style-type: none"> • Upon request, provide or arrange for accessible formats and communication supports for the Plan for persons with disabilities on time 	<ul style="list-style-type: none"> • Will be provided, upon request
	Multi-Year Plan - Follow up	<ul style="list-style-type: none"> • Review and up-date Multi-Year Accessibility Plan every five (5) years • Address any current barriers to accessibility and prevent and remove future barriers 	<ul style="list-style-type: none"> • Continuous compliance

Employment	Provide accessible emergency and public safety information	<ul style="list-style-type: none"> • Provide accessible emergency and public safety information 	<ul style="list-style-type: none"> • Continuous compliance through building management
	Provide accessible emergency information to staff	<ul style="list-style-type: none"> • Provide accessible emergency information to staff, upon request 	<ul style="list-style-type: none"> • Continuous compliance through building management
	Emergency Procedure, Plans, or Public Safety Information	<ul style="list-style-type: none"> • If required, develop and communicate accessible emergency response procedures, plans and public safety information 	<ul style="list-style-type: none"> • Continuous compliance; to be determined on a case by case basis for the CPC's external events
	Individualized Workplace Response Information	<ul style="list-style-type: none"> • Individual and documented emergency and evacuation plans will be provided to any employee with accessibility needs as well as to any person designated to assist the employee, with the consent of that employee, and shall review the individualized workplace response information upon the following events: <ul style="list-style-type: none"> a) When the employee moves to a new location in the workplace. b) When the employee's overall accommodation needs are reviewed; and 	<ul style="list-style-type: none"> • Continuous compliance through building management

		c) Upon review of CPC general emergency response policies.	
	Training	<ul style="list-style-type: none"> • Provide ongoing training when new employees begin or when accessibility policies change • Keep records of the number of people who were trained and when they were trained 	<ul style="list-style-type: none"> • Continuous compliance
	Recruitment	<ul style="list-style-type: none"> • Recruitment process: CPC shall notify job applicants and the public about its commitment to accommodate those with disabilities and shall advise those selected for an interview that accommodation is available upon request • If a selected applicant request an accommodation, CPC shall consult with the applicant and provide or arrange for the provision of a suitable accommodation in a manner that takes into account the applicant's accessibility needs due to disability. • Advertisements will include a statement that people with disabilities are invited and welcome to apply. 	<ul style="list-style-type: none"> • Continuous compliance

	Provide information to employees regarding accommodation support available	Successful applicants and employees shall be notified of CPC's policies regarding accommodating employees with disabilities as soon as possible after their employment begins and whenever a change in policy takes place.	<ul style="list-style-type: none"> • Continuous compliance
	Documented Individual Accommodation Plans	Develop and maintain a comprehensive process for the development of documented individual accommodation plans for employees with disabilities	<ul style="list-style-type: none"> • Continuous compliance
	Return to Work	Develop a documented process for supporting employees who return to work for reasons related to disability.	<ul style="list-style-type: none"> • Continuous compliance
	Performance Management, Career advancement, and reassignment	An employee's accommodation needs will be taken into effect during the performance management process when determining advancement opportunities, and when a reassignment is being contemplated.	<ul style="list-style-type: none"> • Continuous compliance

Information & Communication Standard	Ensures that Website and Web Content is accessible	Ensure that internet websites conform with the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 at Level A	<ul style="list-style-type: none"> • Continuous compliance
		Ensure that websites conform with the WCAG2.0 at Level AA, except with respect to success criteria 1.2.4 (captions (live) and 1.2.5 or where meeting the requirement is not practicable	<ul style="list-style-type: none"> • Continuous compliance
	Feedback Must be able to receive and respond to feedback from employees, and members of the public who have a disability when asked.	Accept complaints, suggestions, and/or compliments in a variety of ways.	<ul style="list-style-type: none"> • Continuous compliance
	Mechanisms to receive feedback must be in available formats.	Invite users of our services to provide feedback on the way CPC provides goods and services to people with disabilities in the following ways: <ul style="list-style-type: none"> • in-person • by telephone • in writing • by email • CPC website 	<ul style="list-style-type: none"> • Continuous compliance

Accessibility Compliance Reports	Submit reports as requested by the Government of Ontario	Filed Accessibility Compliance Reports	<ul style="list-style-type: none">• Continuous compliance
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