

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

Intent

This 2016 to 2025 accessibility plan outlines the policies and actions that Durose Manufacturing Limited will put in place 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

Durose Manufacturing Limited 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			
Accessibility Requirement:	Establishment of accessibility policies	Compliance Deadline:	Jan 2014
Current Barriers:	None		
Plan to Meet Requirements:	<ul style="list-style-type: none"> - All policies and procedures have been completed - All policies available to all employees 		
Potential Future Barriers:	N/A		
Responsible Authority:	Human Resources	Results:	Complete
Accessibility Requirement:	Training on IASR and the <i>Human Rights Code</i>	Compliance Deadline:	Jan 2015
Current Barriers:	None		
Plan to Meet Requirements:	<ul style="list-style-type: none"> - Training provided by Human Resources for all employees - Part of new hire orientation - Follow up as required 		
Potential Future Barriers:	None		

Responsible Authority:	Human Resources	Results:	Complete
Information and Communications Standard			
Accessibility Requirement:	Feedback Process	Compliance Deadline:	Jan 2015
Current Barriers:	None		
Plan to Meet Requirements:	<ul style="list-style-type: none"> - Available to all employees - Point of Contact available if any concerns - Durose will ensure all feedback processes are accessible to employees and or customers upon request 		
Potential Future Barriers:	None		
Responsible Authority:	Human Resources	Results:	Complete
Accessibility Requirement:	Accessible formats and communication supports	Compliance Deadline:	Jan 2016
Current Barriers:	None		
Plan to Meet Requirements:	<ul style="list-style-type: none"> - Upon request will work with individuals who require accommodation based on individual needs - Based on information provided we will make all reasonable efforts to support individual need - Point of contact available if any concerns - Accessibility plans will be made available in accessible format, upon request 		
Potential Future Barriers:	None		
Responsible Authority:	Human Resources	Results:	Complete
Accessibility Requirement:	Emergency procedures, plans or public safety information	Compliance Deadline:	Jan 2012
Current Barriers:	None		
Plan to Meet Requirements:	<ul style="list-style-type: none"> - Emergency plans are posted at all doors in location - Part of new employee orientation process - Emergency drill every year - Point of contact is available if any concerns 		
Potential Future Barriers:	None		

Responsible Authority:	Human Resources	Results:	Complete
Accessibility Requirement:	Accessible websites and web content	Compliance Deadline:	Jan 2021
Current Barriers:	None		
Plan to Meet Requirements:	<ul style="list-style-type: none"> - Make accessibility tab available on website - Post all documents necessary on website for public access 		
Potential Future Barriers:	None		
Responsible Authority:	HR& IT	Results:	Not started

Employment Standard			
Accessibility Requirement:	Recruitment, assessment and selection processes	Compliance Deadline:	Jan 2016
Current Barriers:	None		
Plan to Meet Requirements:	<ul style="list-style-type: none"> - On all job postings Durose informs applicants that we will provide accommodation throughout the recruitment and selection process to applicants with disabilities - Based on information provided we will make all reasonable efforts to support the individuals needs - Point of contact available if any concerns 		
Potential Future Barriers:	None		
Responsible Authority:	Human Resources	Results:	Complete
Accessibility Requirement:	Informing employees of supports	Compliance Deadline:	Jan 2016
Current Barriers:	None		
Plan to Meet Requirements:	<ul style="list-style-type: none"> - Developed policy as part of AODA to inform all employees of available support 		
Potential Future Barriers:	None		
Responsible Authority:	Human Resources	Results:	Complete

Accessibility Requirement:	Accessible formats and communication supports for employees	Compliance Deadline: Jan 2016	
Current Barriers:	None		
Plan to Meet Requirements:	<ul style="list-style-type: none"> - Upon request from employee will work with them on accommodations - Have policy in place as part of AODA to inform all employees 		
Potential Future Barriers:	None		
Responsible Authority:	Human Resources	Results:	Complete
Accessibility Requirement:	Workplace emergency response information	Compliance Deadline: Jan 2012	
Current Barriers:	None		
Plan to Meet Requirements:	<ul style="list-style-type: none"> - Have policy and plan in place and available for all employees - Point of contact available if any concerns - If required Durose will create individual workplace emergency response information for employees with disabilities 		
Potential Future Barriers:	None		
Responsible Authority:	Human Resources	Results:	Complete
Accessibility Requirement:	Documented individual accommodation plans	Compliance Deadline: Jan 2016	
Current Barriers:	None		
Plan to Meet Requirements:	<ul style="list-style-type: none"> - Developed policy as part of AODA to inform all employees - Upon request Durose will work with individuals who require accommodation to establish plans and or documents based on needs 		
Potential Future Barriers:	None		
Responsible Authority:	Human Resources	Results:	Complete
Accessibility Requirement:	Return to work process	Compliance Deadline: Jan 2016	
Current Barriers:	None		
Plan to Meet Requirements:	<ul style="list-style-type: none"> - Durose has an established return to work process 		

Potential Future Barriers:	None		
Responsible Authority:	Human Resources	Results:	Complete
Accessibility Requirement:	Performance management process	Compliance Deadline:	Jan 2016
Current Barriers:	None		
Plan to Meet Requirements:	<ul style="list-style-type: none"> - Upon request Durose will work with employees who need accommodation - Durose has plans and policies in place 		
Potential Future Barriers:	None		
Responsible Authority:	Human resources	Results:	Complete
Accessibility Requirement:	Career development and advancement	Compliance Deadline:	Jan 2016
Current Barriers:	None		
Plan to Meet Requirements:	<ul style="list-style-type: none"> - Upon request will work with employees who require accommodation 		
Potential Future Barriers:	None		
Responsible Authority:	Human Resources	Results:	Complete
Accessibility Requirement:	Redeployment	Compliance Deadline:	Jan 2016
Current Barriers:	None		
Plan to Meet Requirements:	<ul style="list-style-type: none"> - Have policies in place and available for all employees - Upon request will work with employees who require accommodation 		
Potential Future Barriers:	None		
Responsible Authority:	Human Resources	Results:	Complete

Review and Update

This document was created on January 1, 2016.

This document was reviewed and updated on January 1, 2017.

This document was reviewed and updated on January 1, 2018.