Multi- Year Accessibility Plan
November 2023

Purpose

This multi - year accessibility plan outlines the policies and actions that Medeba will put in place to improve opportunities for people with disabilities.

Statement of Commitment

Medeba is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of people with disabilities in a timely manner and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

Section 1: Past Achievements to Remove and Prevent Barriers

This document includes a summary of the accessibility initiatives Medeba has completed.

Employment

- Added statements to our employment postings informing the public that we will accommodate people with disabilities during our hiring processes and in our employment practices – **completed November 2017**
- Review personnel policies with considerations for our Accessibility Policies
    - For example, accessibility discussions need to be a part of our regular ascension meetings – **reviewed annually**
    - Add a commitment statement to the personnel policies to address accessibility issues as they arise, and review on a yearly basis – **completed December 2014**
    - Add in the process for creating a Disability/accessibility plan to the personnel policies (See Accessibility policy for this process) – **completed December 2014**
    - Add in commitment to the personnel policies to work with employees regarding Back to Work plans and Emergency Accessibility Plans when needed – **completed December 2014**

Customer Service

See Training…

Communication

- Ensure compliance for the Medeba website to meet the WCAG 2.0 Level A (Dec 31, 2014) – **completed Dec 2014**
- Add accessibility section to the current website (Dec 31st 2014)
    - General information
    - AODA Policy
    - Work Plan

      completed Dec 2014

Training

- Training on new policy document for Year Round Staff (January 12, 2015) - **completed January 2015**
- Ensure training as a part of new staff orientation - **completed January 2015**
- Review Accessibility policies during yearly staff ascension meetings - **Ongoing**
- Ensure training for summer staff on applicable Accessibility Policies during Summer Staff Training week **- ongoing**

Structural Barriers

- New lodge building is constructed with accessible entrance, barrier free washrooms and an inclined lift to provide accessibility between floors – **completed Spring 2017**
- Addition to office building including adding an accessible entrance and barrier free washroom wider doors in several offices and meeting board room – **completed Fall 2018.**
- New accommodation building constructed including barrier free entrance and 20% of rooms are barrier free with barrier free washrooms. – **completed Spring 2020**
- New Commercial Kitchen and dinning room extension constructed including new barrier free entrance, and barrier free washroom. – **Completed Spring 2023**
- Constructed some portable ramps to be used to access older buildings. – **Summer 2023**

Section 2: Work Plan

Medeba will work towards the following items on the given timeframes:

Employment

- none at this time

Customer Service

- Add accessibility notification statements to all guest information documents: "Please notify Medeba of any accessibility issues or needs"
    - Summer Camp application and confirmation email
    - Summer Camp reading/understanding application process
    - Guest Group documents
    - Proságo

Communication

- Review other existing websites and make compliant with WCAG 2.0 Level A (Dec 31, 2018)
- All websites to be compliant with WCAG 2.0 Level AA (December 31, 2021)

Specific Training

- None at this time

Ongoing Training

- Review Accessibility policies during May Year-round staff meetings.
- Ensure training for summer staff on applicable Accessibility Policies during Summer Staff Training week

Barriers

Barriers	***Significance A-B-C***	***Priority***	***Plan***	***Proposed Date***
Central washroom building needs further accessible upgrades.	*B*	*Medium*	- Barrier free entrances - Barrier free universal washroom complete with toilet sink and shower	*2026*
Cabin Accessibility	*C*	*Low*	*- Add ramps to two cabins* *- Widen doors and pathways as necessary in two cabins*	*2026*

Reporting:

Medeba will report on the progress of this multi-year plan as required by the Accessibility for Ontarians with Disabilities Act.

For More Information

Comments, questions, and feedback on Medeba's Multi-Year Accessibility Plan can be provided by email, by telephone, in person or in writing, using the following contact information:

Email: info@medeba.com
Phone: 1-800-461-6523
Fax: 705-754-1530
Address: 1270 Kennisis Lk. Rd., Box 138, West Guilford, ON, K0M 2S0

Accessible formats of this document are available free upon request from the Medeba Office.