



Multi- Year Accessibility Plan December 2014

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 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.

Work Plan:

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

Employment

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

Customer Service

- Add accessibility notification statements to all guest information documents: “Please notify Medeba of any accessibility issues or needs”

Communication

- Ensure compliance for the Medeba website to meet the WCAG 2.0 Level A (Dec 31, 2014)
- Add accessibility section to the current website (Dec 31st 2014)
 - o General information
 - o AODA Policy
 - o Work Plan
- Review other existing websites and make compliant with WCAG 2.0 Level A (Dec 31, 2015)
- All websites to be compliant with WCAG 2.0 Level AA (December 31, 2021)

Training

- Training on new policy document for Year Round Staff (January 12, 2015)
- Ensure training as a part of new staff orientation
- Review Accessibility policies during yearly staff ascension meetings
- Ensure training for summer staff on applicable Accessibility Policies during Summer Staff Training week (June 26 – July 4, 2015)

Barriers

- See Accessibility Policy for Medeba’s Process for Barrier Removal
 - o Initial meeting to go through Steps 1 – 4 (Dec 31, 2015)
 - o Execute removal according to plan and associated dates (ongoing)

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

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