



Multi-year Accessibility Plan (AODA) – Ontario

Intent

This accessibility plan outlines the strategy of Neill-Wycik Co-op to prevent and remove barriers for people with disabilities and comply with the requirements of the *Integrated Accessibility Standards Regulation* under the *Accessibility for Ontarians with Disabilities Act, 2005*.

Statement of Commitment

Neill-Wycik Co-op is committed to providing an accessible environment for all members, employees, job applicants, suppliers, and visitors who may enter our premises, access our information, or use our services. As an organization, we respect and comply with the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005*, and its associated regulations. We strive to provide an accessible and welcoming environment for everyone by identifying and removing barriers in our workplace and ensuring that new barriers are not created. The company ensures that persons with disabilities are provided with equal opportunities. We are committed to meeting the needs of individuals with disabilities in a timely and integrative manner that respects their dignity and independence.

Multi-year Accessibility Plan

This plan is in effect from January 1, 2024 to December 31st, 2029.

If you have any questions or concerns about this plan, or if you want to receive a copy of the plan in a different accessible format, please contact assistantqm@neill-wycik.coop.



Tracking Requirements

<u>AODA Requirements</u>	<u>Status</u>
<p>Accessibility Policies: Develop accessibility policies outlining how Neill-Wycik Co-operative will implement legislation to its customers, members, and its employees. Make it available to the public.</p>	<p>Completed:</p> <ul style="list-style-type: none"> - Policies include Accessible Customer Service Policy (AODA) Ontario and Accessible Employment Policy (AODA)- Ontario - Policies will be reviewed yearly
<p>Information and Communication Standards:</p> <ul style="list-style-type: none"> - Develop a Statement of Commitment and make it available to the public - Receive and respond to feedback from customers, members, employees and the public who have a disability - Make information accessible to public and provide information in accessible format when requested. 	<p>Completed</p>
<p>Multi-Year Accessibility Plan: Develop a Multi-Year Accessibility plan and post online</p>	<p>Completed</p>
<p>Training: Provide training on the AODA Integrated Accessibility Standards and Human Rights Code as it pertains to people with disabilities</p>	<p>Ongoing: Yearly training is given to employees, volunteers, and leaders. Completion records are kept via HRdownloads.com</p>
<p>Accessible Website and Web content All websites and content to meet Web Content Accessibility Guidelines 2.0 Level AA where possible</p>	<p>Working with website developers to complete this.</p>



<p>Processes to Accommodate Employees</p> <ul style="list-style-type: none"> - Recruitment: Revise recruitment protocols to inform applicants that Neill-Wycik will accommodate disabilities during the selection process. - Develop accommodations plan for employees with disabilities. this will be on a case by case basis. - Work with the employee on a return to work plan. - Review workplace emergency response information with employees. 	<p>Ongoing: is on a case by case basis.</p>
<p>Design of Public Spaces</p> <ul style="list-style-type: none"> - Review internally in quarterly Health and Safety meeting and Monthly Management meetings 	<p>Ongoing</p>
<p>Review/Update Accessibility Commitment</p>	<p>Ongoing: Yearly</p>