

**Our Children, Our Future/Nos enfants, notre avenir
Multi-Year Accessibility Plan**

Date created: January 2017
Date approved: August 2017
Date reviewed: August 2017

Part 1: Identify your organization's strategy to meet the following requirements of the IASR

AODA Standard	IASR requirement	Due Date dd-mm-yy	Target Completion Date dd-mm-yy	Steps to take	Completion Status
IASR General Requirements					
	Complete government accessibility report.	31-Dec-17	31-Dec-17		
	Multi-Year Accessibility Plan.	1-Jan-19	1-Jan-17	Review plan on an annual basis.	Completed
	Complete government accessibility report.	31-Dec-20	31-Dec-20		
	Complete government accessibility report.	31-Dec-23	31-Dec-23		
Information & Communications					
	Emergency and public safety information accessible to the public.		Ongoing	Post on website.	
	All new internet websites and web content must conform with WCAG 2.0 level A.	1-Jan-14	Ongoing		
	Feedback processes are accessible. e.g. Surveys	1-Jan-15	Ongoing	Website or upon request	
	Information about organization's services and facilities are accessible.	1-Jan-16	Ongoing	Website or upon request	
	All internet website and website content conforms with WCAG 2.0 level AA (excluding live captioning and audio description).	1-Jan-21	Ongoing		

Employment

	Individual plans provided to help employees with disabilities during an emergency.	1-Jan-12	Completed Ongoing	Reviewed annually with employees.	Completed
	Notify employees, potential hires and public that accommodations can be made during recruitment, assessment and selection processes for people with disabilities.	1-Jan-16	Completed Ongoing	Notification indicated on all job postings.	Completed
	Notify new hires and employees of policies for accommodating employees with disabilities.	1-Jan-16	Completed Ongoing	Onboarding and annual policy review with employees.	Completed
	Individual accommodation plans for employees with a disability.	1-Jan-16	Completed Ongoing	Onboarding and annual policy review with employees.	Completed
	Have a written return to work process in place for employees who have been absent due to a disability.	1-Jan-16	Completed Ongoing	Onboarding and annual policy review with employees.	Completed
	Needs of employees with disabilities are taken into consideration when establishing a performance management and career development plan.	1-Jan-16	Completed Ongoing		Completed

Design of Public Spaces

	Make new or redeveloped spaces accessible.	1-Jan-17	Ongoing	AODA will be considered when selecting new locations.	
	Maintain accessible elements of public spaces.	1-Jan-17	Ongoing		

Part 2: Identify your strategy to prevent and remove additional barrier in your organization.

Barrier	Steps to take	Completion Date		Completion Status	Staff Lead
---------	---------------	-----------------	--	-------------------	------------