

Multi-Year Plan

Introduction

Weldco-Beales is committed to working towards meeting our obligations as set forth in the Accessibility for Ontarians with Disabilities Act (AODA) and any related standards and regulations, as they are introduced.

Statement of Commitment

Weldco Companies is committed to treating all people in a way that respects their dignity, and independence. We will provide a safe environment, promoting wellness and equal opportunity for all of our stakeholders.

As a part of this commitment, Weldco Companies has developed a Multi-Year Accessibility Plan to outline our strategy to incorporate accessibility measures and remove barriers throughout our organization. This plan will be reviewed and updated at least once every 5 years, and as required.

Multi-Year Accessibility Plan 2021 – 2026

Part I – General Requirements

Status	Most recent or goal of action (year)	
Ongoing	2021	Develop, implement and maintain company-specific accessibility policies
Ongoing	2021	Make documents publicly available, with accessible formats available upon request: <ul style="list-style-type: none"> • Emergency evacuation procedures – posted clearly throughout facilities • Relevant Policies and Procedures included in Employee Manual and Company intranet • Multi-Year Plan posted on website and Company intranet
Ongoing	2021	Training appropriate to job duties, will be provided to all employees within a reasonable timeframe after hire or promotion, and as needed in the event of any legislative or policy changes

Part II – Information and Communications Standards

Status	Most recent or goal of action (year)	
Completed	2021	Make internet websites and web content conform with WCAG 2.0 Level AA, except for exclusions set out in the IASR: By January 1, 2014, new internet websites and web content on those sites must conform with WCAG 2.0 Level A.

		<p>2. By January 1, 2021, all internet websites and web content must conform with WCAG 2.0 Level AA, other than,</p> <p>i. success criteria 1.2.4 Captions (Live), and</p> <p>ii. success criteria 1.2.5 Audio Descriptions (Pre-recorded). O. Reg. 191/11, s. 14 (4).</p>
Completed	2021	Place statement on website about availability of accessible formats and commitment to provide within a timely manner
Completed	2021	<p>Review process for receiving and responding to feedback to ensure this is accessible</p> <ul style="list-style-type: none"> • Current established process includes formats such as online contact form, telephone, mail and in-person. These are available on our website.

Part III – Employment Standards

Recruiting

- All job postings include a statement regarding the availability of accommodation upon request.
- Applicants invited to interviews are emailed confirmations which include a statement that accommodations are available and inviting the applicant to inform the hiring manager or branch HR representative of any necessary accommodations.
- Upon request, consult with the applicant and arrange for suitable accommodation
- Notify successful applicants, when making offers of employment, of Weldco’s policies for accommodating employees with disabilities.

Informing employees of supports

- Inform all employees, including new hires, as soon as is practicable, of policies to support employees with disabilities
 - Supports include any information needed to perform the job as well as any general workplace information
- Provide updated information to employees as needed, whether that be through a change in legislation, policy, or in the process of providing accommodation to employee(s)

Documented individual accommodation plans and Return to Work process

- Create and maintain written process for development of individual accommodation plans for employees with disabilities and those who have been absent from work due to a disability.

Performance Management, Career Development and Redeployment

- Accessibility needs of employees will be considered and respected throughout the career of our employees, including during the performance management process and any redeployment

Part IV.1 – Design of Public Spaces Standards

Status	Most recent or goal of action (year)	
Completed	2021	Create accessible parking space(s) in off-street parking lot(s), with clear signage

Any new built spaces will consider accessibility needs such as ability to enter and move around facility

Part IV.2 – Customer Service Standards

Status	Most recent or goal of action (year)	
Completed	2021	Develop, implement and maintain policies governing Weldco's provision of goods, services or facilities, as the case may be, to persons with disabilities
Customer Service Policy Posted	2021	Notice will be provided that policies are available upon request, in the form of a poster at the reception counter and on the website