



MARIANHILL INC. and Community Services

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Marianhill Multi-Year Accessibility Plan

This 2021-26 accessibility plan based on requirement of legislation in Ontario, outlines the policies and actions that Marianhill Inc. and Community Services (hereafter Marianhill) will put in place to improve opportunities for people with disabilities.

Statement of Commitment

Marianhill 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, 2005.

Accessible Emergency Information

Marianhill is committed to providing residents/clients/customers with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities individualized emergency response information when necessary.

Training

Marianhill is committed to providing training to employees, volunteers and other staff members regarding Ontario's accessibility law and regulations and the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers and other staff members.

Also Marianhill will take the following steps to ensure employees are provided with the continuing training needed to meet Ontario's accessible laws by January 1, 2025 and according to the timelines until January 1, 2027.

- AODA newsletter
- Policies and procedure
- Board education
- Continued staff education according to timelines of implementation requirements

Kiosks

- As may be required according to timelines

Information and Communications

Marianhill is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communication needs.

Marianhill will take the following steps to make all new websites and content on those sites conform to WCAG 2.0, Level A according to required timelines under the legislation.

- Update graphics standards to meet parameters and timelines of the legislation (e.g. standard corporate stationery and templates for memos, faxes, presentations etc.) and when requested for specific formatting by an individual with disabilities will utilize the requestor's recommendation.

Marianhill will ensure all publicly available information is made accessible upon request as soon as possible.

Marianhill will ensure all websites and content conform to WCAG 2.0, Level AA by March 2025.

Marianhill will ensure existing feedback processes are accessible to people with disabilities upon request by January 1, 2025 and according to the continued timelines required under the legislation.

Employment

Marianhill is committed to fair and accessible employment practices.

We will take the following steps to notify the public and staff that, when requested, Marianhill will accommodate people with disabilities during the recruitment and assessment processes and when people are hired. Marianhill will provide the following when requested.

- Policies and procedures concerning recruitment.

Marianhill will take the following steps to develop and put into place a process for providing individual accommodation plans and return-to-work policies for employees that have been absent due to a disability.

- Review accommodation policies regularly.

Marianhill will take the following steps to ensure the accessibility needs of employees with disabilities are taken into account if Marianhill is using performance management, career development and redeployment processes.

- Review accommodation and performance management program.

Marianhill will take the following steps to prevent and remove other accessibility barriers identified.

- Consultation process with appropriate experts as needed.

Marianhill recently added three accessible parking spots to improve physical accessibility of the home for employees and visitors. Marianhill commits to the accessible design of public spaces as may become necessary according to the legislations.

For more information on this accessibility plan, please contact:

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<https://www.ontario.ca/laws/statute/05a11> accessed for editing purposes November 2024.