

NATIONAL / REGIONAL DEPARTMENTS MULTI YEAR ACCESSIBILITY PLAN

Accessibility for Ontarians with Disabilities Act, 2005 (AODA)



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ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT, 2005 (AODA)

Action Items	Timeline / Status
Employee Communication: Revise, update and reissue the company's existing Accessibility Policy and Multi-Year Accessibility Plan.	Complete
Training: Update all Ontario employees in respect to the current AODA requirements and related compliance requirements. A) Review current online training program, update as required and re-distribute to the applicable employees. Ensure on-going distribution to any new Ivanhoé Cambridge employees. B) Have required employees complete the training.	A) 2015-FEB-20 B) 2015-MAR-31
Barriers: Annually, Human Resources Department will generate an Ontario-wide survey to non-property management to ensure on-going awareness and compliance by locating potential and obvious accessibility barriers, including any non-compliant "self-serve kiosk" type installations. Management will establish a local plan to either remove or to mitigate the identified barriers.	2015- APR-30
Websites: Human Resources Department will generate an Ontario-wide reminder to all non-property management ensuring that all Ontario-based websites will be in compliance with the applicable standard (currently WCAG 2.0) whenever a new website is created or upon extensive revision of a current website. Management will also ensure that links are provided for the Accessibility Policy and Multi-Year Accessibility Plans.	2015-MAR-31
Facilitation: Management will monitor and remind their employees in respect to the importance of both being responsive to and facilitating communication with persons with disabilities.	On-Going
Emergency Plans: Management will ensure that any employee, who is a person with a disability, will receive the appropriate information with applicable Accessible Formats and Communication Supports. Also and upon request, management will ensure emergency plans are similarly made available for any person with a disability.	On-Going
Ontario Committee: An Ontario Accessibility Committee has been formed within Ivanhoé Cambridge and serves as a central point of contact for escalated situations wherever an issue cannot be resolved locally.	Completed