

MULTIVAC Canada – AODA Accessibility Plan 2023 – 2028

The 2023-2028 accessibility plan outlines the policies and actions that MULTIVAC Canada will put in place to improve opportunities for people with disabilities in their interactions with our services. MULTIVAC Canada's Multi-Year Accessibility Plan will be reviewed and updated at least once every five (5) years, and as required.

Statement of Commitment

MULTIVAC Canada believes in equal opportunity and is committed to providing a barrier-free environment that allows all people to maintain their independence and dignity. As an organization we respect and uphold the requirements set forth under the Accessibility for Ontarians with Disabilities Act (2005) and its associated Regulations and strive to meet the needs of individuals with disabilities in a timely and effective manner.

Section One: Past Achievements to Remove and Prevent Barriers

MULTIVAC Canada currently has implemented the following initiatives in accordance with the Accessibility for Ontarians with Disabilities Act (2005).

Training on Integrated Accessibility Standards Regulations, Human Rights Code and Customer Service

MULTIVAC Canada will continue to provide training to current and new employees on Ontario's accessibility laws and Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of the employees. MULTIVAC Canada will provide educational or training resources in an accessible format that considers the accessibility needs of a person with a disability. Records of the dates of training will be maintained and mandatory training content will be reviewed and updated as needed to ensure compliance.

Emergency Procedures, Public Safety Information/Accessible Emergency Information

MULTIVAC Canada is committed to continue to provide customers and clients with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities with individual emergency response information when necessary and as soon as practically possible.

Recruitment, Assessment and Selection Processes

MULTIVAC Canada will continue to notify the public and team members that, when requested, we will accommodate people with disabilities during the recruitment and assessment processes, and when people are hired. MULTIVAC Canada will inform applicants about the availability of accommodations when called for an interview, during the selection process, at the time of the job offer and as soon as practicable during the orientation of the new employee. MULTIVAC Canada will continue to update job posting templates to include an accessibility statement. MULTIVAC Canada will also review existing recruitment policies, procedures, and processes to ensure compliance.

Accessible Formats and Communication Supports

MULTIVAC Canada will continue to ensure all publicly available information is made available upon request and will provide accessible formats and communication supports in a timely manner, at no additional cost.

Feedback Process

MULTIVAC Canada will continue to ensure that existing and new processes for receiving and responding to feedback are accessible to persons with disabilities by providing accessible formats and communication supports upon request and in a timely manner.

Informing Employee of Supports

MULTIVAC Canada will continue to inform current and new employees as soon as practicable after they begin employment, of the policies supporting employees with disabilities. MULTIVAC Canada will keep employees up to date on the changes to policies/procedures relating to accommodation.

Documented Individual Accommodation Plans and Return to Work Process

- MULTIVAC Canada will consider, review, and update, current accommodation processes for employees that have been absent due to a disability. MULTIVAC Canada will continuously update and review accommodation processes and plans. We will continue to document and track all individual accommodations in a confidential manner.
- MULTIVAC Canada has taken steps to develop and put into place a process or individual return-to-work policies for employees that have been absent due to a disability. MULTIVAC Canada will continuously update, review, and document, existing return to-work policies and processes. MULTIVAC Canada will continue to document and track all individual return-to-work plans in a confidential manner.

Performance Management Processes and Career Development

- MULTIVAC Canada will continue to consider the accessibility needs of its employees with disabilities and individual accommodation plans when utilizing the our performance management processes.
- MULTIVAC Canada will take steps to ensure the accessibility needs of employees are taken into consideration when using career development and advanced processes and policies. MULTIVAC Canada will continuously review, and update career development and advancement policies as needed.

Redeployment

If MULTIVAC Canada is to use redeployment, it shall take into consideration the accessibility needs of its employees with disabilities, as well as individual accommodation plans, when redeploying employees with disabilities.

Design of Public Space

MULTIVAC Canada will establish plans to meet the Accessibility Standards for Design of Public Spaces when applicable in the building or modifying of public spaces that are under MULTIVAC Canada's control.



MULTIVAC Canada will take appropriate measures to prevent service disruptions to accessible parts of its public spaces. In the event of a service disruption, we will notify the public of the service disruptions and alternative options which are available. Currently, our public spaces are made accessible through:

- Accessible washrooms
- Automatic doors
- Main level access to work areas and our Innovation Centre showrooms

Accessible Formats and Communication Supports

MULTIVAC Canada has taken steps to ensure our website and content conforms to Web Content Accessibility Guidelines (WCAG) 2.0, Level AA, except for exclusions set out in the Integrated Accessibility Standards Regulation (IASR).

Section Two: Strategies and Action Plan

Designing/Procuring or Acquiring Self-Serve Kiosks

If MULTIVAC Canada acquires self-serve kiosks in the future, we will take steps to ensure that employees and contractors consider the needs of people with disabilities when designing, procuring, or acquiring them.

Transportation Standards

Transportation regulations apply to modes of transportation under the jurisdiction of municipal and provincial governments. At this time, this area of the IASR does not apply to the business operations of MULTIVAC Canada. However, should MULTIVAC Canada provide transportation services in the future, we will take steps to ensure that accessible vehicles or equivalent services are provided upon request.

For more information on this accessibility plan, to request an accessible format, or to provide feedback, please contact MULTIVAC Canada, Human Resources Department at:

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