

Integrated Accessibility Standard Regulation: Multi-year Accessibility Plan

Category: General Requirements

Component	Deadline	Requirement	Action(s)	Who
1. Establishment of Accessibility Policies	1-Jan-2014	Sec. 3(2) Shall include a statement of organizational commitment to meet the accessibility needs of persons with disabilities Sec. 3(3) Prepare one or more written documents describing its policies	A third party, Workplace Safety & Prevention Services was contracted to complete the statement of commitment and policy on the Integrated Accessibility Standard Regulation.	Management
2. Accessibility Plan	1-Jan-2014	Sec. 4(1) Large organizations shall establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization's strategy to prevent and remove barriers and meet its requirement under this Regulation.	Workplace Safety & Prevention Services was contracted to complete the multi-year accessibility plan.	Management
3. Kiosks	1-Jan-2014	Sec. 7(2) Large organizations shall have regard to the accessibility for persons with disabilities when designing, procuring or acquiring self-service kiosks.	<p>"Kiosk" means an interactive electronic terminal, including a point-of-sale device, intended for public use that allows users to access one or more services or products or both.</p> <p>Renin is not aware at this time of any kiosks being utilized. Should this change in the future, Renin will ensure it meets this requirement.</p>	Management

4.	Training	1-Jan-2015	<p>Sec. 7 Every obligated organization shall ensure training is provided on the requirements of the accessibility standards referred to in the Regulation and on the Human Rights Code as it pertains to person with disabilities</p>	<p>All employees, volunteers, persons who participate in developing the organization's policies; and all other persons who provide goods, services or facilities on behalf of the organization will be trained.</p> <p>Training will be on the requirements of the Integrated Accessibility Standard and will be appropriate to the duties of the individual being trained. Employees will also be trained on the Ontario Human Rights Code as it pertains to persons with disabilities using the Ontario Human Rights Commission's videos, <i>Working Together: The Code and AODA</i>.</p>	<p>Management</p> <p>Human Resources</p>
5.	Accessibility Report	1-Jan-2017	<p>Sec. 86.1 Organizations shall file the accessibility report according to the following schedule: every three years in the case of large organizations.</p>	<p>The next report will be filed before December 31, 2017.</p>	<p>Management</p>

Category: Information & Communications Standards

Component		Deadline	Requirement	Action(s)	Who
1.	Feedback from Customers	1-Jan-2015	Sec. 11 Receiving and providing feedback in an accessible format	Renin does solicit feedback from its customers in a formal way. Renin will ensure information about the availability of accessible formats and communication supports is added to the feedback processes in a way which takes into account a variety of disabilities.	Marketing Sales
2.	Accessible Formats and Communication Supports	1-Jan-2016	Sec. 12 Information about their goods and services or facilities	Renin shall upon request, provide or arrange for the provision of accessible formats for persons with disabilities. The availability of accessible formats will be communicated through a posting at all public entrances to the facility.	Marketing Sales
			Sec. 12 Communication Supports	Communication supports will be provided in a timely manner which takes into account a person's needs. The cost to provide this service shall not be incurred by the customer. The customer will be consulted with to determine the suitability of a communication support.	Human Resources
3.	Unconvertible Information	1-Jan-2016	Sec. 12 Examples: blue prints or x-rays	Renin is not aware of any unconvertible information at this time. Should this change in the future, the accessibility plan posted on our website will be amended.	Operations
4.	Meeting requests in a timely manner	1-Jan-2016	Sec. 12 HTML, MS Word, accessible electronic formats	Renin will be able to provide the accessible documents or communication supports within ten (10) business days.	Human Resources

5.	Posting Requirements	1-Jan-2016	Sec. 12 Public must be notified about accessible formats & communication supports	Renin will notify the public about the availability of accessible formats and communication supports via an AODA posting at all public entrances to the facility and on our website www.renin.com.	Human Resources
	Emergency Procedures / Plan or Public Safety Information	1-Jan-2012	Sec. 13 If publicly available must also provide in an accessible format. i.e.: evacuation procedures, floor plans, Health & Safety information	Any emergency procedures/plan or public safety information Renin makes publicly available will be made available in an accessible format upon request.	Human Resources
	Accessible Websites & Web Content	1-Jan-2014	Sec. 14 Applies to new internet websites & content WCAG 2.0 A Level	Renin did not create a new URL or change their existing website by more than 50%.	Not Applicable
1-Jan-2021		Sec. 14 All internet websites and web content (World Wide Web Consortium web content accessibility guidelines at Level AA)	Renin utilizes an external web site developer. Renin will ensure the web developer is aware of this requirement and that our website is compliant on or before the deadline of January 1, 2021.	Marketing	

Category: Employment

Component	Deadline	Requirement	Action(s)	Who	
1.	Recruitment and Selection	1-Jan-2016	<p>Sec. 22 Notify employees and public about availability of accommodation(s) for applicants in the recruitment process</p>	<p>Renin utilizes a variety of methods to recruit. When posting open positions, information about the availability of accommodations will be added to the job postings. In addition, information about the availability of accommodations will be added the “Careers” page of our website.</p> <p>If utilizing placement agencies, Renin will ensure the agency is meeting this requirement.</p>	Human Resources
		1-Jan-2016	<p>Sec. 23 Notify applicants who have been invited to participate in a recruitment, assessment or selection process that accommodations are available</p>	<p>Renin will notify applicants when they are contacted for an interview about the availability of accommodations during the recruitment process. This will be done by phone or email when booking an interview date and time.</p>	Human Resources
		1-Jan-2016	<p>Sec. 24 Offers of Employment - notify successful applicant of policies for accommodating employees with disabilities</p>	<p>Renin will notify the successful applicant(s) of our policies for accommodating employees with disabilities. All new hires receive written offers of employment with this information.</p>	Human Resources
		1-Jan-2016	<p>Sec. 25 Informing Employees of Supports - all employees must be informed of policies used to support employees with disabilities (existing employees, new hires and when there is a change to the policy)</p>	<p>Renin will inform all employees of our policies for supporting employees with disabilities.</p> <p>Notification will be sent via an email, communicated during a meeting or an AODA training session.</p>	Human Resources

2.	Accessible formats and communication supports for employees	1-Jan-2016	Sec. 26 Must provide in an accessible format information needed to perform the job and information which is generally available to employees in the workplace	Renin will, upon request, consult with an employee with a disability to determine which accessible formats or communication supports they require to perform the duties of their job.	Human Resources
3.	Workplace emergency response information	1-Jan-2012	Sec. 27 Provide individualized workplace emergency response information ; prepare for the specific needs employees with disabilities may have in emergency situations	Renin will create an individualized workplace emergency response plan for employees who have a disability and require accommodation(s)/supports to evacuate their workplace in an emergency. With the employee's consent, the person designated to provide assistance to the employee will be provided with the necessary information to assist the employee with the disability.	Human Resources
4.	Documented individual accommodation plans	1-Jan-2016	Sec. 28 Develop and document individual accommodation plans for employees with disabilities; employee involvement, outside medical or expert evaluation; review frequency	Renin will create an individualized accommodation plan for any employee for which they have been made aware has a disability. There may be times when we may initiate a dialogue to offer assistance for employees who are clearly unwell or perceived to have a disability. The employee will be included in the development of the plan. This plan will be reviewed when there is a change in the employee's disability or job.	Human Resources
5.	Return to Work Process	1-Jan-2016	Sec. 29 Develop and have in place a RTW process for employees who have been absent from work due to a disability and require disability-related accommodations to return to work	Renin has developed and has in place a return to work process for its employees who have been absent from work due to a disability and require disability-related accommodations in order to return to work. The return to work process will be documented. If an individual's injury is covered by the return to work provisions of the Workplace Safety and Insurance Act, then that Act's return to work process would apply.	Human Resources

6.	Performance Management	1-Jan-2016	Sec. 30 Take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, during the performance management process in respect to employees with disabilities	Under the AODA, the term performance management means activities related to assessing and improving employee performance, productivity and effectiveness with the goal of facilitating employee success. Renin will consider the accessibility needs of employees with disabilities in the area of performance management.	Human Resources
7.	Career Development and Advancement	01-Jan-16	Sec. 31 Includes providing additional responsibilities within an employee's current position and the movement of an employee from one job to another in an organization.	Renin will take into account what accommodations employees with disabilities may need to succeed elsewhere in the business or to take on new responsibilities within their current position. If the employee has an individual accommodation plan in place, the plan will be updated to reflect the changes in their new responsibilities.	Human Resources
8.	Redeployment	01-Jan-16	Sec. 32 Reassignment of employees to other departments or jobs within the organization as an alternative to layoff, when a particular job or department has been eliminated by the organization	In the event that Renin initiates a redeployment process, it will consider the accessibility needs of employees with disabilities when moving them to other positions within the organization. If the employee has an individual accommodation plan, the plan will be reviewed and updated to reflect the changes in their new responsibilities.	Human Resources