



INTEGRATED ACCESSIBILITY (AODA) MULTI YEAR PLAN

OBJECTIVE:

The RESTORERS Group Inc. multi-year plan outlines the process to remove and prevent accessibility barriers in the organization and comply with requirements under Accessibility for Ontarians with Disabilities Act (AODA).

The RESTORERS Group Inc. (TRG) is committed to providing quality building restoration services that are accessible to all authorized persons including those persons with disabilities.

As of **July 2023**, the following is implemented;

- a. Commitment to Accessibility, Accommodation, and Integration of Persons with a Disability Policy
- b. Communication: internet website and content is available to the public and conforms with the WCAG 2.0 Level AA requirement.
- c. Accessibility Standards for Customer Service which includes a Feedback process, Notice of Temporary Disruptions at all workplaces and accommodation for the Use of Assistive Devices and Service Animals
- d. Accommodation Policy that provides reasonable workplace accommodation to ensure that individuals with issues, who are otherwise able to work, are not unfairly excluded from working. The program integrates with the Ontario Occupational Health & Safety Act, Regulations to ensure the wellbeing of all individuals in proximity to our construction workplaces.
- e. Return to Work Policy and Program for all employees.
- f. Employee training program in the interaction with persons with a disability and aspects of the Human Rights Code.
- g. Employment Policy which is committed to promoting employment opportunities and accommodation for individuals with disabilities.
- h. Workplace Violence & Harassment Policy for the protection of all parties and the Public.
- i. Emergency Preparedness Policy and Procedures that includes the provision of individualized workplace emergency response information to employees who have a disability.

January 2024 moving forward

- Rebuilding the current website by December 2024.
- Improve parking facilities and placement of a wheelchair ramp to access the building for completion by December 2024
- Integrating TRG's Management of Change Policy with the AODA. complete by Dec. 2024


Dale Parmentier - Director

January 5, 2024

Date