

Jubilee Heritage Family Resources-Multi-Year Accessibility Plan

Date Created: September 2017

Date Approved: September 2017

Date Reviewed: June 2021

Part 1: Identify your organization's strategy to meet the following requirements of the IASR					
AODA Standard	IASR requirement	Due Date dd-mm-yy	Target Completion Date dd-mm-yy	Steps to take	Completion Status
IASR General Requirements					
	Complete government accessibility report.	5-Sept- 2014	5-Sept- 2014		Completed
		13-Sept-2017	13-Sept-2017		Completed
		13-Sept-2020	22-June-2021	-extension given till June 30 2021	Completed
		13-Sept-2023	13-Sept-2023		
	Create Multi-year Accessibility Plan.	13-Sept-2017	13-Sept-2017	-Review plan once every 5 years and/or as needed	Completed
		13-Sept-2022	June 22-2021	-Reviewed and updated	Completed
	Provide training to all employees and volunteers on their responsibilities under the IASR and the Human Rights Code that relates to accessibility	1-Jan-2015	Ongoing-	-All staff, volunteers and students will take the training prior to employment and as needed.	Completed
Customer Service Standard					
	Develop and Create policies that outline how you will provide goods, services or facilities to people with disabilities. How you will provide accessible service.	1-Jan-2012	1-Jan-2012	-Create a policy	Completed
Information and Communication Standard					
	Emergency and public safety information accessible to the public	1-Jan-2012	Ongoing	Post on Website	
	All new internet websites and web content must conform with WCAG 2.0 level A.	1-Jan-2014	Ongoing		
	Feedback processes are accessible. e.g. Surveys	1-Jan-2015	Ongoing	Website and/or upon request	Completed

	Information about organization's services and facilities are accessible.	1-Jan-2016	Ongoing	Website and/or upon request	
	All internet website and website content conforms with WCAG 2.0 level AA (excluding live captioning and audio description).	1-Jan-2021	Ongoing		
Employment Standard					
	Individual accommodation plans for employees with a disability during an emergency.	1-Jan-2012	Ongoing	Annual policy review with all employees	Completed
	Notify employees, potential hires and public that accommodations can be made during recruitment, assessment and selection processes for people with disabilities.	1-Jan-2016	Ongoing	Notification indicated on all job postings	Completed
	Notify new hires and employees of policies for accommodating employees with disabilities.	1-Jan-2016	Ongoing	Annual policy review with all employees	Completed
	Individual accommodation plans for employees with a disability.	1-Jan-2016	Ongoing	Annual policy review with all employees	Completed
	Have a written return to work process in place for employees who have been absent due to a disability	1-Jan-2016	Ongoing	Annual policy review with all employees	Completed
	Needs of employees with disabilities are taken into consideration when establishing a performance management and career development plan.	1-Jan-2016	Ongoing		Completed
Design of Public Spaces Standard					
	Make new or redeveloped spaces accessible	1-Jan-2017	Ongoing	AODA will be considered when selecting new locations.	
	Maintain accessible elements of public spaces	1-Jan-2017	Ongoing		
Part 2: Identify your strategy to prevent and remove additional barrier in your organization					
Barrier	Steps to take	Completion Date		Completion Status	Staff Lead