



Extend-A-Family Waterloo Region

INTEGRATED ACCESSIBILITY STANDARD REGULATION (IASR)

EDUCATION FACT SHEET

To our Employees, Volunteers, Students:

The Provincial Government passed a law known as the Accessibility of Ontarians with Disabilities Act 2005 (AODA). The purpose of this law is to achieve accessibility for Ontarians with disabilities by 2025. We have a policy covering the Accessibility Act and we are up to date on our obligations under the Act. For the Customer Service Regulation we have a Plan, an Education Fact Sheet and have completed our training requirements for Customer Service. If you have any questions or wish to see our Customer Service Fact Sheet or Plan, please contact Human Resources at Extend-A-Family Waterloo Region.

Another part of this Act is regulation 191/11 known as the Integrated Accessibility Standard. This standard establishes our obligations under the Act for Employment, Information and Communication, and the Human Rights Code related to persons with disabilities. Under the Integrated Accessibility Standard Regulation to date, we have to provide you with information /training as included in this Fact Sheet.

Employment Standard:

A Workplace Emergency Response Information Plan for Employees and Volunteers who might need assistance during an emergency has been developed. If anyone requires assistance in an emergency they should advise Human Resources and an individualized plan will be developed with their input. This is incorporated into our Official Fire Safety and Emergency Plan. A Fire and Emergency Response Procedure for Workers/Providers is incorporated in our Handbook and is available on our website in the Workers Section.

Under the Ontario Human Rights Code, all employers have the responsibility to accommodate current and prospective employees. EAFWR is committed to this responsibility and accommodation can be requested if required. We are an equal opportunity employer and we will indicate this in our job postings.

Information and Communication Standard:

EAFWR will notify people promptly about any emergency or disruption to our services or facilities. This will include a clearly worded notice advising the reason, its anticipated length of time and a description of alternate facilities or services if available. Such notices will be communicated and/or posted as appropriate to the disruption. Emergency evacuation or lock down is part of our "Fire Safety Plan" and our "Emergency Response Plan" and includes aiding persons requiring assistance.

Our website is accessible. We have installed Browse Aloud on our website. This is located on the top right hand of the website page. To access Browse Aloud, click on the symbol, a round blue and white target with a yellow arrow. This allows the information on our website to be read to the person accessing our website. It will also enlarge text, highlight selected portions of text and simplify reading the text including changing colours of the text and/or background.

Anyone who wishes to provide feedback on the way EAFWR is working towards accessibility for people with disabilities can do so in person, via telephone, fax or e-mail. Such feedback should be directed to Human Resources and will be responded to as soon as reasonably practicable. Please also advise if you require an accessible format to provide your feedback or to review any of our accessibility documents.

General Requirements:

Any EAFWR policy that does not respect and promote the dignity of people with disabilities will be modified or removed. We have a “Statement of Commitment” to the Accessibility Standards and we have a “Multi-year Accessibility Plan” to help us become fully compliant with the regulations. Both of these are posted on our website. These can be accessed by going to the very bottom of our home page under “Accessibility”.

EAFWR will provide information/training about the Integrated Accessible Standards Regulation to its employees, volunteers and any other third parties that deal with the public on its behalf. Such information/training will be provided as soon as practicable for all new employees, volunteers and relevant third parties.

EAFWR will comply with the reporting responsibilities under the Accessibility Act as required for private sector organizations with 50 or more employees.

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