

Multi-Year Accessibility Plan – Opus Tribute Group

Accessibility for Ontarians with Disabilities Act Integrated Accessibility Standards Regulation (IASR)

Overview

With the goal to make Ontario accessible by 2025, the Ontario government passed the Accessibility for Ontarians with Disabilities Act (AODA) in 2005. The regulations associated with the AODA’s “Integrated Accessibility Standards” require that Opus Tribute Group establish, implement, maintain, and document a multi-year accessibility plan which outlines the organization’s strategy to prevent and remove barriers for persons with disabilities and to meet its requirements under the Act.

Opus Tribute Group is committed to meet the accessibility needs of persons with disabilities in a timely manner and to comply with AODA and all of its standards.

This multi-year plan outlines Opus Tribute Group’s strategy to prevent and remove barriers to address the current and future requirements of the AODA. In accordance with the requirements set out in the Integrated Accessibility Standards, Opus Tribute Group will:

- Post this plan on its website;
- Provide this plan in an accessible format, upon request; and
- Review and update this plan annually.

For more information or to contact us, please visit www.opustribute.com or contact us at hr@opustribute.com.

Intent:

This accessibility plan outlines the policies and actions that Opus Tribute Group will put in place to improve opportunities for people with disabilities in accordance with the requirements communicated under the Integrated Accessibility Standards, Ontario Regulation 191/11.

Multi-Year Accessibility Plan

General Requirements

Accessibility Requirement: Establishment of Accessibility Policies

Compliance Deadline: January 1, 2014

Current Barriers: None

Plan to Meet Requirements: Currently in compliance. New policies developed and a variety of existing policies amended.

Potential Future Barriers: Not Applicable

Responsible Authority: Director of Human Resources

Results: Complete. Currently in compliance.

Accessibility Requirement: Procuring or Acquiring Goods, Services, or Facilities.

Compliance Deadline: Not Required

Current Barriers: None

Plan to Meet Requirements: Not Required

Potential Future Barriers: Not Applicable

Responsible Authority: Director of Human Resources

Results: Not Required

Accessibility Requirement: Designing/Procuring or Acquiring Self-Serve Kiosks.

Compliance Deadline: January 1, 2014

Current Barriers: None

Plan to Meet Requirements: Currently not planning any self-serve kiosks.

Potential Future Barriers: Not Applicable

Responsible Authority: Director of Human Resources

Results: Not Applicable

Accessibility Requirement: Training on IASR and the Human Rights Code

Compliance Deadline: January 1, 2015

Current Barriers: None

Plan to Meet Requirements: Training program complete and added to online education platform. Currently in Compliance.

Potential Future Barriers: None

Responsible Authority: Director of Human Resources

Results: Currently in Compliance

Information and Communications Standard

Accessibility Requirement: Feedback

Compliance Deadline: January 1, 2015

Current Barriers: None



Plan to Meet Requirements: Feedback process created and posted on company website.
Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Director of Human Resources

Results: Currently in compliance

Accessibility Requirement: Accessible Formats and Communication Support

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Updated policy and process posted on website to address formats and communication supports based on individual requests.

Potential Future Barriers: None

Responsible Authority: Director of Human Resources

Results: Currently in compliance

Accessibility Requirement: Emergency Response Information

Compliance Deadline: January 1, 2012

Current Barriers: None

Plan to Meet Requirements: Requirements incorporated into Safe/Emergency Response and new employee policies and training. Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Director of Human Resources

Results: Currently in compliance

Accessibility Requirement: Accessible Websites and Web Content

Compliance Deadline: January 1, 2021

Current Barriers: None

Plan to Meet Requirements: New websites developed to be AODA compliant. Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Director of Human Resources

Results: Currently in compliance

Accessibility Requirement: Training

Compliance Deadline: January 1, 2013

Current Barriers: None

Plan to Meet Requirements: Training program complete and added to online education platform. Currently in Compliance.

Potential Future Barriers: None

Responsible Authority: Director of Human Resources

Results: Currently in compliance

Employment Standard

Accessibility Requirement: Recruitment, Assessment, and Selection Processes

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Job postings, internal and external, and employment agreements. Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Director of Human Resources

Results: Currently in compliance

Accessibility Requirement: Informing Employees of Supports.

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Policy, training, employment agreements and new hire orientation package. Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Director of Human Resources

Results: Currently in compliance

Accessibility Requirement: Accessible Formats and Communication Support for Employees

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Policy. Training. Set to meet if employees require. Update employees as needed.

Potential Future Barriers: None

Responsible Authority: Director of Human Resources

Results: Currently in compliance

Accessibility Requirement: Workplace Emergency Response Information

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Requirements incorporated into Safe/Emergency Response and new employee policies and training. Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Director of Human Resources

Results: Currently in compliance

Accessibility Requirement: Documented Individual Accommodation Plans

Compliance Deadline: January 1, 2016

Current Barriers: None



Plan to Meet Requirements: Developed processes or forms based on individual circumstances. General process has been established and documented. Employer's obligations incorporated into AODA training and new hire orientation packages. Currently in compliance.

Potential Future Barriers: None

Responsible Authority: Director of Human Resources

Results: Currently in compliance

Accessibility Requirements: Return to Work Process

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Developed processes or forms based on individual circumstances. General process has been established and documented. Employer's obligations incorporated into IASR training and new hire orientation packages. Currently in compliance.

Potential Future Barriers: None

Response Authority: Director of Human Resources

Results: Currently in compliance

Accessibility Requirements: Performance Management

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Policies updated, and employer's obligation incorporated into training. Currently in compliance

Potential Future Barriers: None

Response Authority: Director of Human Resources

Results: Currently in compliance

Accessibility Requirements: Career Development and Advancement

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Policies updated and employer's obligation incorporated into training. Currently in compliance.

Potential Future Barriers: None

Response Authority: Director of Human Resources

Results: Currently in compliance

Accessibility Requirements: Redeployment

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Human Resources to address based on individual circumstances. Currently in compliance

Potential Future Barriers: None

Response Authority: Director of Human Resources
Results: Currently in compliance

Design Of Public Spaces

Accessibility Requirements: Make Exterior Paths of Travel Accessible

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: None being developed. Currently in compliance.

Potential Future Barriers: None

Response Authority: Director of Human Resources

Results: None being developed. Currently in compliance

Accessibility Requirements: Make Parking Accessible (off-street and on-street)

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: None being developed. Currently in compliance.

Potential Future Barriers: None

Response Authority: Director of Human Resources

Results: None being developed. Currently in compliance.

Accessibility Requirements: Make Service Counters, Queuing Guides and Waiting Areas Accessible

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: None being developed. Currently in compliance.

Potential Future Barriers: None

Response Authority: Director of Human Resources

Results: None being developed. Currently in compliance.

Accessibility Requirements: Maintain the Accessible Parts of Public Spaces

Compliance Deadline: January 1, 2016

Current Barriers: None

Plan to Meet Requirements: Currently in compliance.

Potential Future Barriers: None

Response Authority: Director of Human Resources

Results: Currently in compliance.