

Multi-year Accessibility Plan (AODA) – Ontario



Intent

This accessibility plan outlines the strategy of Angton Electric Ltd., to prevent and remove barriers for people with disabilities, and comply with the requirements of the *Integrated Accessibility Standards Regulation* under the *Accessibility for Ontarians with Disabilities Act, 2005*.
(To be reviewed and updated every five (5) years, or as required.)

Statement of Commitment

Angton Electric Ltd., is committed to providing an accessible environment for all clients, employees, job applicants, suppliers, and visitors who may enter our premises, access our information, or use our services. As an organization, we respect and comply with the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005*, and its associated regulations. We strive to provide an accessible and welcoming environment for everyone by identifying and removing barriers in our workplace and ensuring that new barriers are not created. The company ensures that persons with disabilities are provided with equal opportunities. We are committed to meeting the needs of individuals with disabilities in a timely and integrative manner that respects their dignity and independence.

Multi-year Accessibility Plan

This plan is in effect from December 2023 to December 2028.

If you have any questions or concerns about this plan or its initiatives, or if you want to receive a copy of the plan in a different accessible format, please contact the Angton Electric office by phone 519-203-7124, or by email: info@angtonelectric.com.

AODA Initiatives - Completed and Ongoing

Angton Electric Ltd., has completed and continues with the following initiatives to prevent and remove barriers and comply with the *Integrated Accessibility Standards Regulation*:

General Requirements		
Accessibility Requirements	Status	Compliance Date
Establishment of Accessibility Policies	Completed	Jan. 1, 2014
Initial Accessibility Plans	Completed	Jan. 1, 2014
Updated Accessibility Plans	Ongoing	Jan. 1, 2019
Training	Ongoing	Jan. 1, 2015
Training will be provided based on the requirements of the standards and on the Human Rights Code as it pertains to persons with disabilities, to all employees, all persons who participate in the		

development of policies, and all other persons who provide goods, services or facilities on behalf of the organization.

Information and Communications Standard

Accessibility Requirements	Status	Compliance Date
Feedback Process	Completed	Jan. 1, 2015
Accessible Formats and Communication Supports	Ongoing	Jan. 1, 2016
Accessible Websites and Web Content	In-Progress	Jan. 1, 2014
All Websites and Web Content	In-Progress	Jan. 1, 2021

Employment Standard

Accessibility Requirements	Status	Compliance Date
Recruitment – General	Completed	Jan. 1, 2016
Recruitment, Assessment or Selection	Completed	Jan. 1, 2016
Notice to Successful Applicants	Completed	Jan. 1, 2016
Informing Employees of Supports	Completed	Jan. 1, 2016
Accessible Formats and Communication Supports for Employees	Completed	Jan. 1, 2016
Workplace Emergency Response Information	Completed	Jan. 1, 2012
Documented Individual Accommodation Plans	Completed	Jan. 1, 2016
Return to Work Process	Completed	Jan. 1, 2016
Performance Management	Completed	Jan. 1, 2016
Redeployment	Completed	Jan. 1, 2016

Customer Service Standard

Accessibility Requirements	Status	Compliance Date
Establishment of Policies	Ongoing	Jan. 1, 2012
Develop, implement, and maintain policies	Ongoing	Jan. 1, 2012
Prepare documents describing the policies	Ongoing	July 1, 2016
Provide a copy of the documents on request	Ongoing	July 1, 2016
Notify that documents are available on request	Ongoing	July 1, 2016
Use of Service Animals and Support Persons	Status	Compliance Date
Person with a disability allowed to be accompanied by a service animal	Completed	Jan. 1, 2012
Both a person with a disability and their support person allowed to enter together and remain together	Completed	Jan. 1, 2012

Notice of Temporary Disruptions		
Provide notice of temporary disruption to services	Ongoing	Jan. 1, 2012
Prepare a document	Completed	Jan. 1, 2012
Provide a copy of the document on request	Ongoing	Jan. 1, 2012
Notify that the document is available on request	Ongoing	Jan. 1, 2012

New and Ongoing Initiatives

Angton Electric Ltd., is committed to fulfilling current plans and addressing ongoing initiatives to prevent and remove barriers and comply with the *Integrated Accessibility Standards Regulation*.