

COMMUNITY LIVING TORONTO MULTI-YEAR ACCESSIBILITY PLAN 2014-2021

This Plan outlines the policies and actions that will be put in place to improve opportunities for people with disabilities. It will be reviewed every five years and updated as necessary.

Community Living Toronto (Association) is committed to:

- Treating everyone in a way that allows them to maintain their dignity and independence,
- Preventing and removing barriers to accessibility,
- Fair and accessible employment practices,
- Generally meeting the needs of people with disabilities, and
- Complying with the accessibility requirements identified under the Accessibility for Ontarians with Disabilities Act.

TRAINING

The Association will provide training to its staff and volunteers on Ontario's accessibility laws and the Human Rights Code as it relates to people with disabilities.

INFORMATION

The Association will endeavour to meet the communication needs of people with disabilities by ensuring that:

- People with disabilities are consulted to determine their information and communication needs.
- Any website and website content, developed by or on behalf of the Association or any of the supports and services it provides, conforms initially with WCAG 2.0, Level A increasing to WCAG 2.0, Level AA.
- Existing feedback processes are made accessible to people with disabilities, on request.
- All publicly available information is made accessible to people with disabilities, on request.

EMPLOYMENT

The Association will:

- Inform the public and staff about the availability of accommodation for applicants with disabilities during the recruitment, assessment, selection and hiring process, when requested.
- Work with employees to develop and implement a process for developing individual accommodation and return-to-work plans for employees who have been absent due to

a disability and provide an individualized workplace emergency response plan, as requested.

- Ensure the accessibility needs of employees with disabilities are considered when undertaking performance management, career development/advancement and redeployment processes.
- Work towards preventing and removing other accessibility barriers as identified.

For more information about this accessibility plan, please contact:

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