

## AllSteps Child Care Multi-Year Accessibility Plan 2015 - 2020

### Introduction

The Accessibility for Ontarians with Disabilities Act (A.O.D.A.) passed in 2005. This Act is meant to create accessibility for all Ontarians with disabilities by January 1, 2025.

The Integrated Accessibility Standards, Ontario Regulation 191/11 establishes the accessibility standards for Information and Communications, Employment and Transportation. This Regulation will remove barriers in the areas of Information and Communications, giving people with disabilities access to more of the information we all depend on.

### AllSteps Child Care (A.C.C.) Statement of Commitment

A.C.C. is committed to providing an accessible environment in which employees, clients, children and visitors have equitable access to our programs, services and facilities in a way that respects the dignity and independence of each individual. We are dedicated to ensuring that all legislated obligations under the A.O.D.A. are met and that compliance with these standards is maintained.

### Policy

AllSteps Child Care has created Policy HR-10A Accessibility Standards and HR-10A-1 A.O.D.A. – Integrated Accessibility Standards Regulation (I.A.S.R.) Information and Communication Policy to be kept current and reviewed annually.

### Compliance Timelines for the Integrated Accessibility Standards Regulation (I.A.S.R.) 2015 – 2020

Date	Accessibility Requirement	Completed
By January 1, 2015	General Requirements Accessibility Policies	✓
By January 1, 2016	General Requirements Training Information and Communication Standard	✓



	Feedback	
By January 1, 2017	Information and Communication Standard Accessible Formats and Communication Supports Employment Standard Recruitment Information for Employees Process to Accommodate Employees	✓
By January 1, 2018	Make Parking Accessible – Off Street Parking	✓
By December 31, 2020	Complete Accessibility Compliance Report	✓

Accessibility Training will be provided to all new employees.

Annual Status Reports will be posted on our Website Annually.