

Multi-Year Accessibility Plan for DeafBlind Ontario Services

Approved: December 11, 2013

By CEO, COO & HR

Part 1: DeafBlind Ontario Services' strategy to meet the IASR requirements

Updated: April 1, 2019

AODA Standard	IASR requirement	Due Date	Steps to take	Anticipated Barriers and Plans for Barrier Removal	Target Completion Date	Staff Lead	Potential Costs	Completion Status
<u>IASR General Requirements</u>	Create policies and procedures for each standard	Jan. 1, 2014	Develop a Statement of Commitment; Draft and adopt IASR policy & procedure		10-Dec-13	Director of Development & Communications	None	11-Dec-13
	Create Multi-Year Accessibility plans	Jan. 1, 2014	Draft and adopt multi-year accessibility plan		10-Dec-13	Director of Development & Communications	None	10-Dec-13
	Train all employees and volunteers (including Board Members) on what they have to do under the IASR and on aspects of the Human Rights Code that relate to accessibility	1-Jun-16	Research IASR training requirements w/AODA; roll out training to relevant employees & volunteers		1-Jun-16	Human Resources	None	Ongoing
	Complete accessibility compliance report	Dec. 31, 2017			31-Dec-17	Director of Development & Communications	None	6-Dec-17
	Update Multi-Year Accessibility Plan	Jan. 1, 2019	Review 2014 Multi-Year Accessibility Plan and update		1-Jan-19	Director of Development & Communications	None	1-Apr-19
	Complete accessibility compliance report	Dec. 31, 2020			31-Dec-20	Director of Development & Communications	None	
	Complete accessibility compliance report	Dec. 31, 2023			31-Dec-23	Director of Development & Communications	None	

<u>Information & Communications</u>	When asked, make your emergency and public safety information accessible to the public	Jan. 1, 2012	Emergency and pandemic planning is reviewed regularly and provided upon request to the public.			Last revised September 2012	JHSC	None	1-Sep-12
	All new internet websites and web content on those sites must conform with WCAG 2.0 level A	Jan. 1, 2014	Obtain quote to upgrade website accessibility; Make necessary revisions; Go live with updated website.	Cost		14-Feb-14	Director of Development & Communications ; Webmaster	Website development & design	1-Jan-14
	Make your feedback processes, like surveys or comment cards, accessible when asked	Jan. 1, 2015	Internal and external processes will be made accessible up on request; ensure website, admissions package and policies reflect this.			1-Jan-15	Director of Development & Communications	None	1-Jan-15
	Make information about your organization's goods, services and facilities accessible upon request	Jan. 1, 2016	Develop a process for responding to requests for alternative formats and supports; institute policy that all documents will be created using a structured electronic format to allow for easier conversion to alternative formats			1-Jan-16	Director of Development & Communications	None	1-Jan-16
	All internet website and website content conforms with WCAG 2.0 level AA (excluding live captioning and audio description)	Jan. 1, 2021				1-Jan-21	Director of Development & Communications ; Webmaster	Website development & design	19-Feb-19
<u>Employment</u>	When necessary, provide individual plans to help employees with disabilities during an emergency, or emergency information that's formatted so an employee with a disability can understand it.	Jan. 1, 2012	Review emergency and pandemic plan information; Determine which employees need help; Prepare and provide information to these employees, in an accessible format if required; Follow up with employees periodically.			1-Sep-12	JHSC	None	Sep-12

