



Multi-Year Accessibility Plan

Introduction:

Alpha Poly Corporation (APC) is committed to fostering an inclusive environment where all individuals, including those with disabilities, have equal access to our services, facilities, and employment opportunities. This plan outlines our commitment to complying with the Accessibility for Ontarians with Disabilities Act (AODA) and its standards, ensuring accessibility and removing barriers. This plan will be reviewed at least once every five years.

Key Initiatives:

Accessibility Training: Implement comprehensive training for all employees, volunteers, and contractors on AODA standards and accommodations. Tailor training to specific roles and responsibilities within APC. In addition, employees will be trained on the Ontario Human Rights Code regarding people with disabilities.

Accessibility Audit: Conduct an audit of facilities and digital platforms to identify barriers and areas for improvement. This includes physical spaces, digital content, and communication channels.

Policy Review: Review and update our AODA Policy to ensure alignment with current legislation and best practices. Ensure the policy reflects APC's commitment to accessibility in all aspects of our operations.

Communication Enhancement: Ensure information is accessible through alternative formats and improved communication channels. Provide resources in accessible formats upon request and enhance communication methods to accommodate diverse needs.

Employment Practices: Ensure fair and accessible employment practices by providing accommodations during recruitment, assessment, and employment processes. Develop clear guidelines for requesting accommodations and ensure inclusivity throughout the employee lifecycle.

Continuous Improvement: Maintain a culture of continuous improvement by regularly assessing and updating accessibility initiatives. Solicit feedback from employees, customers, and community members to identify areas for improvement and implement best practices.

Contact Information

For inquiries, feedback, or requests for accessible formats of this policy, please contact:
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