



Multi-Year Accessibility Plan

This 2014-21 accessibility plan outlines the policies and actions that G&S Electric Ltd. will put in place to improve opportunities for people with disabilities.

Statement of Commitment

G&S Electric Ltd. is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of people with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

Accessible Emergency Information

G&S Electric Ltd. is committed to providing the customers and clients with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities with individualized emergency response information when necessary.

Training

G&S Electric Ltd. will provide training to employees, volunteers and other staff members on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers and other staff members.

G&S Electric Ltd. will take the following steps to ensure employees are provided with the training needed to meet Ontario's accessible laws by January 1, 2015.

- Hire HR staff member to ensure training is complete and up to date

Kiosks

G&S Electric Ltd. will take the following steps to ensure employees consider the needs of people with disabilities when designing, procuring or acquiring self-service kiosks by January 1, 2015.

- Replace existing reception counter and incorporate accessibility area

Information and communications

G&S Electric Ltd. is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communication needs.

G&S Electric Ltd. will take the following steps to make all new websites and content on those sites conform with WCAG 2.0, Level A by January 1, 2015.

- Revise the website when updated

G&S Electric Ltd. will take the following steps to make ensure existing feedback processes are accessible to people with disabilities upon request by January 1, 2015.

- Post accessibility policy in lobby

G&S Electric Ltd. will take the following steps to make sure all publicly available information is made accessible upon request by January 1, 2016.

- Post on website
- Post at reception desk

G&S Electric Ltd. will take the following steps to make all websites and content conform to WCAG 2.0, Level AA by January 1, 2021.

- Create new website with required accessibility options

Employment

G&S Electric Ltd. is committed to fair and accessible employment practices. We will take the following steps to notify the public and staff that, when requested, G&S Electric Ltd. will accommodate people with disabilities during the recruitment and assessment processes and when people are hired.

- Make information available

- Post at reception area

G&S Electric Ltd. will take the following steps to develop and put in place a process for developing individual accommodation plans and return-to-work policies for employees that have been absent due to a disability.

- Update existing "Return to Work" policy

We will take the following steps to ensure the accessibility needs of employees with disabilities are taken into account if G&S Electric Ltd. is using performance management, career development and redeployment processes.

- Not applicable at this time

G&S Electric Ltd. will take the following steps to prevent and remove other accessibility barriers identified.

- Renovate front lobby
- Renovate reception area

Design of Public Spaces

G&S Electric Ltd. will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces. Public spaces include:

- “ Recreational trails/beach access routes
- “ Outdoor public eating areas like rest stops or picnic areas
- “ Outdoor play spaces, like playgrounds in provincial parks and local communities
- “ Outdoor paths of travel, like sidewalks, ramps, stairs, curb ramps, rest areas and accessible pedestrian signals
- “ Accessible off street parking
- “ Service-related elements like service counters, fixed queuing lines and waiting areas

G&S Electric Ltd. will put the following procedures in place to prevent service disruptions to its accessible parts of its public spaces.

In the event of a service disruption, we will notify the public of the service disruption and alternatives available.

For More Information

For more information on this accessibility plan, please contact Keith Root at 519-455-5448 or keith@gandselectric.com