Maple Lodge Farms Ltd.

Multi-Year Accessibility Plan

AODA Standard	IASR Requirement	Due Date	Completion Status
IASR General Requirements			
	Policies to achieve accessibility through meeting the IAS requirements are developed, implemented and maintained.	January 1, 2014	Completed
	Large organizations shall, (a) establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization's strategy to prevent and remove barriers and meet its requirements under this Regulation; (b) post the accessibility plan on their website, if any, and provide the plan in an accessible format upon request; and (c) review and update the accessibility plan at least once every five years.	January 1, 2014	Completed
	Consider accessibility features when designing, procuring or acquiring kiosks.	January 1, 2014	Completed
	Every obligated organization shall ensure that training is provided on the requirements of the accessibility standards referred to in this Regulation and on the Human Rights Code as it pertains to persons with disabilities to, (a) all employees, and volunteers; (b) all persons who participate in developing the organization's policies; and (c) all other persons who provide goods, services or facilities on behalf of the organization.	January 1, 2015	Completed
	Consider accessibility when purchasing or designing kiosks.	January 1, 2014	Completed
	Complete government accessibility report	December 31, 2014	Completed
	Update Multi-Year Accessibility Plan	January 1, 2019	In Progress
	Complete government accessibility report	December 31, 2017	In Progress
Information & Communications			
	When asked, make your emergency and public safety information accessible to the public.	January 1, 2012	Completed
	All new internet websites and web content on those sites must conform with WCAG 2.0 level A.	January 1, 2014	Completed
	Make your feedback processes, like surveys or comment cards, accessible when asked.	January 1, 2015	Completed
	Make information about your organization's goods, services and facilities accessible upon request.	January 1, 2016	Completed
	All internet website and website content conforms with WCAG 2.0 level AA (excluding live captioning and audio description).	January 1, 2021	Completed
Employment			
	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.	January 1, 2012	Completed
	Notify employees, potential hires and public that accommodations can be made during recruitment, assessment and selection processes for people with disabilities.	January 1, 2016	Completed
	Notify new hires and staff of policies for accommodating employees with disabilities.	January 1, 2016	Completed
	Have in place a written process to develop individual accommodation plans for employees with a disability.	January 1, 2016	Completed
	Have a written return to work process in place for employees who have been absent due to a disability.	January 1, 2016	Completed

AODA Standard	IASR Requirement	Due Date	Completion Status
	An employer that uses performance management in respect of its employees shall take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when using its performance management process in respect of employees with disabilities.	January 1, 2016	Completed
	An employer that provides career development and advancement to its employees shall take into account the accessibility needs of its employees with disabilities as well as any individual accommodation plans, when providing career development and advancement to its employees with disabilities.	January 1, 2016	Completed
	An employer that uses redeployment shall take into account the accessibility needs of its employees with disabilities, as well as individual accommodation plans, when redeploying employees with disabilities.	January 1, 2016	Completed
Design of Public Spaces	Make new or redeveloped spaces accessible	Jan. 1, 2017	In Progress
	Maintain accessible elements of public spaces	Jan. 1, 2017	In Progress