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## **ACCESSIBILITY POLICY**

### **STATEMENT OF ORGANIZATIONAL COMMITMENT**

Zander Sod Co. Limited is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence. We believe in integration and we are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and meeting our accessibility requirements under the Accessibility for Ontarians with Disabilities Act and Ontario's accessibility laws.

### **TRAINING**

We are committed to training staff and volunteers in Ontario's accessibility laws and aspects of the Ontario Human Rights Code that relate to persons with disabilities.

We will train our employees and volunteers on accessibility as it relates to their specific roles.

### **INFORMATION AND COMMUNICATIONS**

We will communicate with people with disabilities in ways that take into account their disability. When asked, we will provide information about our organization and its services, including public safety information, in accessible formats or with communication supports.

We will also meet internationally-recognized Web Content Accessibility Guidelines (WCAG) 2.0 Level A website requirements in accordance with Ontario's accessibility laws and work towards Level AA for 2021.

### **EMPLOYMENT**

We will notify employees, potential hires and the public that accommodations can be made during recruitment and hiring.

We will notify staff that supports are available for those with disabilities. We will put in place a process to develop individual accommodation plans for employees.

Where needed, we will also provide customized emergency information to help an employee with a disability during an emergency.

**DESIGN OF PUBLIC SPACES**

We will meet accessibility laws when building or making major changes to our public spaces. These include:

- Outdoor paths of travel
- Accessible off-street parking
- Service-related elements like service counters and waiting areas

**CHANGES TO EXISTING POLICIES**

We will modify or remove an existing policy that does not respect and promote the dignity and independence of people with disabilities.

Sincerely,

  
\_\_\_\_\_  
Claus Zander –President

  
\_\_\_\_\_  
Date