



# A Child's World Multi Year AODA Plan 2020-2025

A Child's World 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 by meeting our accessibility requirements under Ontario's accessibility laws.

## **Section 1: Past Achievements to Remove Barriers**

*Information and communication-* All information is available on our website. Any feedback is encouraged via phone or email.

*Employment-* ACW is a diverse agency committed to meeting the needs of all employees.

*Training-* Training on our employee portal is done by every new hire and annually thereafter.

## **Section 2: Strategies and Actions**

*Information and Communication-* ACW is committed to making our information and communications accessible to people with disabilities. ACW will ensure that existing and new processes for receiving and responding to feedback are accessible to persons with disabilities by providing or arranging to provide accessible formats and communication supports upon request. Members of the public will be notified about the availability of accessible formats and communications supports.

*Employment-* ACW is committed to fair and accessible employment practices. We will ensure policies/practices include accessibility considerations; notify employees & public re: availability of accommodation; notify applicant of availability of accommodation for assessments or selection process.

*Training-* ACW is committed to providing training in the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities. We will Develop a framework that helps managers understand their responsibilities in the accommodation process and guides them in supporting their employees and implementing suitable workplace adjustments.

**For More Information**

For more information on this accessibility plan and to request accessible formats, please contact

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