

OMNI Health Care

2014 to 2019 Multi-Year Accessibility Plan

Integrated Accessibility Standards Regulation (IASR)

General Deliverables	Actual Completion Date	Legislated Date (January)
Policies & Procedures		
Create Policies with statement of organizational commitment in written form	2014	2014
Approval and sign off	2014	2014
Make available to the public	2014	2014
Available in alternative formats - upon request	2014	2014
Accessibility Plan - Multi Year		
Develop Accessibility Plan	2014	2014
Accessibility Plans - Post to web	2016	2014
Continue to work on Accessibility Plan, review progress and update. Update regularly and every five years.	current	2014-2018
Provide in alternative format	on request	2014
Accessibility Self Service Kiosk - have regard for accessibility when purchasing	n/a	2014
Training - All employees & volunteers, policy developers, those providing goods or services on behalf of organization regarding IARS and Human Rights Code	2015	2015
Decide on training delivery	2015	
Create training schedule for current staff and new staff	2015	
Ensure sign in sheets for record keeping	2015	
Training completed	2015	2015
Continue to train new staff as part of	current	2015-2018
File Accessibility Compliance Report	2014	Dec. 31/14
File Accessibility Compliance Report		Dec. 31/17
File Accessibility Compliance Report		Dec. 31/20
File Accessibility Compliance Report		Dec. 31/21
File Accessibility Compliance Report		Dec. 31/23

Information & Communications	Actual Completion Date	Legislated Date (January)
Emergency Procedure Plans or Public Safety Information - inventory and make accessible	2012	2012
Feedback - ensure feedback system accessible	2016	2015
Accessible formats and communication supports upon request (timely manner, no cost charged if none charged to other persons)	2016	2016
Create inventory of current documents		
Create document renewal plan		
Create Strategic Communication Plan -create processes for flow of documents, who creates source documents, who ensures pdf's are accessible, who checks for accessibility before posting to website, decide on corporate wide fonts, staff training on accessible document creation, analysis of website content and new content (not legislation - would be helpful)		
If creating a new Website WCAG 2.0 Level AA (other then closed caption Live pre-recorded audio)	n/a	2014
All internet websites and web content WCAG 2.0 Level AA		2021
Review all content on website back to 2012 to ensure everything is accessible		2021

Employment	Actual Completion Date	Legislated Date (January)
HR Staff develop deliverables and processes		
Workplace Emergency Response for staff	2012/ update 2016	2012
Recruitment - notify employees and public regarding availability of accommodation	2016	2016
Notify applicant - availability of accommodation upon request for assessments or selection process	as required	2016
Inform employees of policies regarding job accommodations	2016	2016
Providing accessible formats and communication supports available to perform job	2016	2016
Have a Documented Individual Accommodation Plan (IAP)	2016	2016
Have a Return to Work Process	2016	2016
Performance Management takes into account accessibility needs	2016	2016
Career Development and Advancement Process takes into account accessibility needs	2016	2016
Redeployment process takes into account accessibility needs	2016	2016
Continue to proactively remove barriers across employment life cycle allowing employees to reach their full potential		2016-2018
Public Spaces	Actual Date of Completion	Legislated Date (January)
Incorporate Design of Public Spaces on newly developed or redeveloped recreational trails and beach access routes, outdoor public use eating areas, outdoor play spaces, exterior paths of travel, accessible parking and service related elements	n/a	2017
If developing recreational trails consult with public and persons with disabilities	n/a	2017
Provide maintenance and restoration	n/a	2017
Develop procedures for preventative and emergency maintenance of accessible elements in public spaces	n/a	2017
Develop procedures for dealing with temporary disruptions when accessible elements under public spaces not working	n/a	2017
Report on Public Spaces every three years	n/a	2020