

Multi-Year Accessibility Plan for L.J. Barton Mechanical Inc.

This 2021-2026 Accessibility Plan outlines L.J. Barton Mechanical Inc.'s commitment and actions to improve opportunities for people with disabilities.

L.J. Barton Mechanical Inc.'s Statement of Commitment:

L.J. Barton Mechanical Inc. is committed to providing goods and services to people with disabilities in a manner consistent with the principles of dignity, independence, integration, and equal opportunity.

Furthermore, such goods and services will be provided in accordance with the spirit and intent of all applicable legislation including the AODA, the *Human Rights Code* (Ontario), the *Occupational Health and Safety Act* (Ontario), and the *Building Code Act* (Ontario).

Requirement	Target Date	Status	Description	Responsibility
Training	June 2021	Annual Review	-Training will be provided to employees on Ontario's accessibility laws and the Human Rights Code as it relates to people with disability. Training will be assigned in accordance with the duties of employees -AODA training is delivered during new employee orientation -Training will be re-evaluated annually and delivered when policies change	Human Resources Department
Employment	January 2021	Ongoing	-Inform candidates of available accommodations in job posting process -Inform new hires of available accommodations at the time of job offer	Human Resources Department
Strategy	June 2021	Ongoing	-Establish an AODA committee which meets bi-annually to review and set annual objectives	Human Resources Department
Emergency Information	June 2021	Completed	-Provide emergency information in accessible format upon request in a way that is tailored to employee's needs as the disability requires it	Health and Safety Department
Information and Communication	June 2021	Completed	-Website AODA review and compliance - Alternative Text Email Signatures implemented	Business System Solutions Department
Design of Public Spaces	In Process	Ongoing	-Access building for accessibility improvements -Implement changes as identified and required	Health and Safety Department