

Accessibility Plan for The Greer Galloway Group Inc.

This accessibility plan outlines the actions that The Greer Galloway Group will put in place to improve opportunities for people with disabilities.

Statement of Commitment

The Greer Galloway Group Inc. is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of people with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

Accessible Emergency Information

The Greer Galloway Group Inc. is committed to providing the customers and clients with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities with individualized emergency response information when necessary.

Training

The Greer Galloway Group Inc. will provide training to employees, volunteers and other staff members on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers and other staff members.

Kiosks

Not applicable.

Information and communications

The Greer Galloway Group Inc. is committed to meeting the communication needs of people with disabilities and will make sure all new websites and content on those sites conform with WCAG 2.0, Level A.

Employment

The Greer Galloway Group Inc. is committed to fair and accessible employment practices. We will, when requested, accommodate people with disabilities during the recruitment and assessment processes and when people are hired.

We will also develop individual accommodation plans and return-to-work policies for employees that have been absent due to a disability.

We will ensure the accessibility needs of employees with disabilities are taken into account when using performance management, career development and redeployment processes.

Design of Public Spaces

The Greer Galloway Group will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces.

Public spaces include:

- Recreational trails/beach access routes
- Outdoor public eating areas like rest stops or picnic areas
- Outdoor play spaces, like playgrounds in provincial parks and local communities
- Outdoor paths of travel, like sidewalks, ramps, stairs, curb ramps, rest areas and accessible pedestrian signals
- Accessible off street parking
- Service-related elements like service counters, fixed queuing lines and waiting areas

In the event of a service disruption, we will notify the public of the service disruption and alternatives available.