



ACCESSIBILITY POLICY

Tiercon 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 inclusion and integration and 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.

We are committed to training employees in Ontario's accessibility laws and the Ontario Human Rights Code.

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

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

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

Where needed, we will also provide customized emergency information to help any employee with a disability in the event of an emergency.

Our performance management and career development processes will take into account the accessibility needs of all employees.

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

We will maintain AODA compliance and continuance improvement through ongoing monitoring including an annual management system review.

Terry Kotwa
V.P. and General Manager

Craig George
Director of Human Resources