**Multi-Year Accessibility Plan**

**Commitment**

George Jeffrey Children’s Centre (GJCC) is committed to treating all people in a way that allows them to maintain their dignity and independence. We are committed to preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act (AODA).

Under AODA, a series of standards must be met, four of which apply to George Jeffrey Children’s Centre:

* Accessible Customer Service Standards
* Accessible Information and Communications Standards (part of the Integrated Accessibility Standard)
* Accessible Employment Standards (part of the Integrated Accessibility Standard\*)
* Design of Public Spaces

Our Accessibility Plan is intended to continue to ensure we meet our accessibility commitment and to move George Jeffrey Children’s Centre towards meeting all applicable standards and requirements under AODA.

*\*Please note – At the time of writing our Accessibility Plan, the Transportation Standard (part of the Integrated Accessibility Standard regulation), does not apply to GJCC.*

**Accessibility Plan**

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| **Mandatory AODA Requirements** | **Legislated Compliance Date** | **Time Frame for Completion** | **Lead** | **Status** |
| GENERAL REQUIREMENTS | | | | |
| **Accessibility Policies:**   * Develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting the requirements of the accessibility standards. * Maintain a statement of organizational commitment. * Make the documents available in an accessible format, upon request. | January 1, 2024 | November 1, 2023 | HR | completed |
| **Develop a Multi-Year Accessibility Plan:**   * Develop a plan, which outlines the organization’s strategy to prevent and remove barriers and meet requirements of the legislation. * Make the plan available to the public. | January 1, 2024 | December 31, 2023 | HR |  |
| **Training:**   * Ensure that training is provided on requirements of the accessibility standards and on the Human Rights Code, as it pertains to persons with disabilities. * Provide training to employees, volunteers, persons who participate in the development of the organization’s policies, persons who provide goods, services or facilities on behalf of the organization | January 1, 2024 | November 1, 2023 | HR | Completed, with ongoing implementation as needed. |
| ACCESSIBLE CUSTOMER SERVICE STANDARD | | | | |
| **Notice of Temporary Disruption**   * Complete updates to the Centre Unexpected Closure Policy to include language in accordance with the Ontario Ministry for Seniors and Accessibility guidelines. | January 1, 2024 | December 31, 2023 | HR | In progress |
| **Recruitment Process**   * Notify and provide the public about the availability of accommodation. | January 1, 2024 | When required | HR | Completed with on-going implementation as needed. |
| ACCESSSIBLE INFORMATION AND COMMUNICATIONS STANDARD | | | | |
| **Website Accessibility Standard:**   * Maintain and update an accessible website. * Develop a statement about the availability of accessible formats upon request. | January 1, 2024 | December 31, 2023 | HR | In progress |
| ACCESSIBLE EMPLOYMENT STANDARDS (APPLIES TO PAID EMPLOYEES ONLY) | | | | |
| **Workplace Emergency Response Plan**   * Complete appropriate emergency response plans for employees who have identified barriers with suggestions on how to overcome them. | January 1, 2024 | When required | HR | In progress |
| DESIGN OF PUBLIC SPACES | | | | |
| **Building or Making Major Modifications to Public Spaces**   * We will meet accessibility standards when building or making major modifications to public spaces including recreation trails, outdoor public eating areas, outdoor play spaces, outdoor paths of travel, accessible off-street parking, services related elements | January 1, 2024 | When required | Facilities | To be completed, as required |
| **Preventative and Emergency Maintenance**   * We will develop and implement a plan including procedures for preventative and emergency maintenance of the accessible elements for dealing with temporary disruptions. | January 1, 2024 | December 31, 2023 | Facilities & HR | Completed |

For further information on this accessibility plan, please contact the Human Resources Department at:

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