

Strategic Information Technology Ltd.

Multi-Year Accessibility Plan

This Multi-Year Accessibility Plan outlines the actions that Strategic Information Technology Ltd will undertake in an effort to improve the opportunities for people with disabilities.

Statement of Commitment

Strategic Information Technology Ltd. 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 the barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

SIT's specific actions under the Integrated Accessibility Standard Regulation (IASR) of the AODA are outlined in the chart below.

Part 1: General – s.3, s.4, s.7

AODA Standards / Regulation Reference O. Reg.191/11, s. 3	I: Accessibility Policies Deadline: January 1, 2013		
	DELIVERABLES	RESPONSIBILITY	STATUS
Establish an accessibility policy	Accommodation Based on Disability, Return to Work, and Accessible Customer Service - all policies completed and released to all employees.	Human Resources	Implemented
AODA Standards / Regulation Reference O. Reg.191/11, s. 4	I: Multi- Year Accessibility Plan Deadline: January 1, 2013		
	DELIVERABLES	RESPONSIBILITY	STATUS
Establish multi-year accessibility plan	Created plan and will be submitting for final approval. Upon approval, plan will be posted to our website and made available in accessible formats when requested. The plan will be updated at least once every 5 years.	Human Resources, CEO, Marketing	Implemented
AODA Standards / Regulation Reference O. Reg.191/11, s. 7	I: Training Deadline: January 1, 2015		
	DELIVERABLES	RESPONSIBILITY	STATUS
Provide training on accessibility standards and Human Rights Code	<p>Training on SIT’s commitment to accessibility and portions of the Human Rights code dealing with Disabilities is administered to all current SIT employees and all new hires.</p> <p>A record of all training provided is kept.</p>	Human Resources	Implemented

Part II: Information and Communication Standards – s.11, s.12, s.14

AODA Standards / Regulation Reference O. Reg.191/11, s. 11	II: Feedback Process			Deadline: January 1, 2015
	DELIVERABLES	RESPONSIBILITY	STATUS	
Ensure feedback processes are accessible	Any feedback forms being issued by SIT must be made available in accessible formats upon request.	Human Resources, Marketing	Implemented	
AODA Standards / Regulation Reference O. Reg.191/11, s. 12	II: Accessibility Formats and Communication Supports			Deadline: January 1, 2016
	DELIVERABLES	RESPONSIBILITY	STATUS	
Provide accessible formats and communication supports	<p>Accessible formats and communications that are requested by clients/employees/vendors will be provided at no additional cost and within a reasonable amount of time to the requesting individual.</p> <p>The public will be made aware of the availability of these accessible formats through our statement and policy on the website.</p>	Human Resources, Marketing	Implemented	
AODA Standards / Regulation Reference O. Reg.191/11, s. 13	II: Accessibility Formats and Communication Supports			Deadline: January 1, 2016
	DELIVERABLES	RESPONSIBILITY	STATUS	
Ensure emergency information is available in accessible formats	Any publicly available emergency information will be provided in an accessible format upon request.	Human Resources, Marketing	Implemented	

AODA Standards / Regulation Reference O. Reg.191/11, s. 14	II: Accessible Website and Web Content Deadline: January 1, 2014/January 1, 2021		
	DELIVERABLES	RESPONSIBILITY	STATUS
Ensure websites and web content conform to guidelines	<p>Any new content being added to the SIT external website must conform to Web Content Accessibility Guidelines 2.0 level (This also applies to any of our web-based applications).</p> <p>By January 1, 2021, all website content will conform to the WCAG 2.0, Level A and AA standards for accessible websites.</p>	Human Resources, Marketing	Implemented & Ongoing Re-assess for 2021 changes

Part III: Employment Standards – s.22, s.23, s.24, s.25, s.26, 27, 28, 29, 30, 31, 32

AODA Standards / Regulation Reference o. Reg.191/11, s. 22	III: Recruitment, General Deadline: January 1, 2014		
	DELIVERABLES	RESPONSIBILITY	STATUS
Notify about accommodation in recruitment process	Prospective applicants are advised of the availability of accommodations through the careers section of the website. Information is included on each of our online job ads indicating that we will accommodate all applicants.	Human Resources, Marketing	Implemented
AODA Standards / Regulation Reference o. Reg.191/11, s.23	III: Recruitment, Assessment or Selection process Deadline: January 1, 2014		
	DELIVERABLES	RESPONSIBILITY	STATUS
Notify applicants selected that accommodations are available upon request	Selected applicants are advised of the availability of accommodations through the confirmation email we send upon scheduling an interview.	Human Resources	Implemented
Provide suitable accommodation	Applicants with disabilities will receive suitable accommodations upon request.	Human Resources	Implemented
AODA Standards / Regulation Reference o. Reg.191/11, s. 24	III: Notice to Successful Applicants Deadline: January 1, 2014		
	DELIVERABLES	RESPONSIBILITY	STATUS
Notify successful applicants of policies for accommodating employees with disabilities	All successful applicants are advised of the Accessibility for Persons with Disabilities Policy.	All offer letters to employees include reference to our policies and procedures related to accessibility and accommodation Human Resources – during orientation	Implemented

AODA Standards / Regulation Reference o. Reg.191/11, s. 25	III: Informing Employees of Supports Deadline: January 1, 2014		
	DELIVERABLES	RESPONSIBILITY	STATUS
Inform employees of policies used to support employees with disabilities	The Accommodation Based on Disability Policy is relayed through the orientation process, as well as referenced throughout the recruitment process.	Human Resources	Implemented
Employers shall provide the information required to new employees as soon as possible after employment commences	The Accommodation Based on Disability Policy plays a role throughout the recruitment process and is also relayed through orientation.	Human Resources	Implemented
AODA Standards / Regulation Reference o. Reg.191/11, s. 26	III: Accessible Formats and Communication Supports for employees Deadline: January 1, 2014		
	DELIVERABLES	RESPONSIBILITY	STATUS
Provide accessible formats and communications support for job or workplace information	Manager/HR will consult with the employee with a disability to arrange for the provision of accessible formats and communications for info that is required for the employee to complete his/her job and other general info that is available to all employees.	Human Resources, Marketing, Manager	Implemented
Consult with employee to determine suitability of format or support	Employee with the disability will be consulted to ensure that accommodations are best suited to the individual.	Human Resources, Manager	Implemented

AODA Standards / Regulation Reference o. Reg.191/11, s. 27	III: Workplace Emergency Response Information Deadline: January 1, 2012		
	DELIVERABLES	RESPONSIBILITY	STATUS
Provide individualized workplace emergency response information	Once employee requiring accommodation reports this to HR or their manager, the manager and HR will work with the employee to ensure that a suitable emergency response plan is put together that is specific to each employee requiring it.	Human Resources, Manager, Employee	Implemented
AODA Standards / Regulation Reference o. Reg.191/11, s. 28	III: Documented Individual Accommodation Plans Deadline: January 1, 2014		
	DELIVERABLES	RESPONSIBILITY	STATUS
Develop written process for documenting individual accommodation plans	Written process within the Accommodation Based on Disability Policy for documenting individual accommodation plans, including: how to participate, how assessments are made, how employer will request accommodation be achieved, use of personal information, details on review and update of process, how request denial works, how plan will be provided to employee.	Human Resources	Implemented

AODA Standards / Regulation Reference o. Reg.191/11, s. 29	III: Return-to-work Process			Deadline: January 1, 2014
	DELIVERABLES	RESPONSIBILITY	STATUS	
Develop a documented return-to-work process	The Accommodation Based on Disability Policy includes our return to work process for all employees returning to work after a medical-related or stress leave. Must be documented by HR/Manager.	Human Resources, Manager, Employee	Implemented	
AODA Standards / Regulation Reference o. Reg.191/11, s. 30	III: Performance Management			Deadline: January 1, 2014
	DELIVERABLES	RESPONSIBILITY	STATUS	
Include accessibility considerations in performance management processes	Documented in the Accommodation Based on Disability Policy – Managers must take into account accessibility needs of employees with disabilities when measuring the employee’s performance.	Human Resources, Manager	Implemented	
AODA Standards / Regulation Reference o. Reg.191/11, s. 31	III: Career Development			Deadline: January 1, 2014
	DELIVERABLES	RESPONSIBILITY	STATUS	
Include accessibility considerations in career development and advancement processes.	Included in the Company Policy - Manager will take into consideration any individual accessibility needs once an employee that is disabled has been transferred and/or promoted to a different department.	Human Resources, Manager	Implemented	