

IA - Ontario Integrated Standards - Multi-Year Accessibility Plan

January 1, 2014	January 1, 2015 – January 1, 2016	January 1, 2016 - January 1, 2017	2017	2019-2020	2021
<p>IA and its Ontario Subsidiaries will</p> <p>(a) develop and maintain an accessibility policy to meet the requirements of the Integrated Standards;</p> <p>(b) develop a multi-year plan for accessibility in accordance with the Integrated Standard*;</p> <p>(c) ensure new internet websites and web content to conform to WCAG 2.0 Level A in accordance with the Integrated Standards.*</p>	<p>IA and its Ontario Subsidiaries will</p> <p>(a) train all Ontario Employees and other persons as required under the Integrated Standards;****</p> <p>(b) ensure feedback processes are accessible to persons with disabilities upon request as required under the Integrated Standards.</p>	<p>IA and its Ontario Subsidiaries will develop and implement human resources processes as required under the Integrated Standards** including the following:</p> <p>(a) Inform Ontario Employees of policies to support employees with disabilities;</p> <p>(b) Notify the public and Ontario Employees about the availability of accommodation for job applicants with disabilities in the Company's recruitment process;</p> <p>(c) Notify selected individual applicants of the availability of accommodation during a recruitment assessment or selection process;</p> <p>(d) Notify successful applicants in their offers of employment of the Company's policies for accommodating employees with disabilities;</p> <p>(e) Provide Ontario Employees with disabilities, when requested, Accessible Formats and Communication Supports;</p> <p>(f) Ensure performance management, career development and redeployment processes consider the needs of Ontario Employees with disabilities and any individual accommodation plans;</p> <p>(g) Develop individual accommodation plans for Ontario Employees with disabilities in accordance with the Integrated Standard* ;</p> <p>(h) Develop return to work plans for Ontario Employees who have been absent from work due to disabilities*.</p> <p>IA and its Ontario Subsidiaries will ensure processes are in place to provide Accessible Formats and Communications Supports as required under the Integrated Standards.**</p>	<p>File Annual Accessibility Report by December 31, 2017. ***</p> <p>Ensure plan is established for maintenance and disruptions of accessible elements of public spaces where one is required under the Integrated Standards*****</p>	<p>Review Multi-Year Accessibility Plan by January 1, 2019*</p> <p>File Annual Accessibility Report by December 31, 2020.***</p>	<p>IA and Ontario Subsidiaries will ensure internet websites and web content conform to WCAG 2.0 Level AA by January 1, 2021 as required under the Integrated Standards.*</p>

*For IA and its Large Ontario Subsidiaries

**For IA and its Large Ontario Subsidiaries by January 1, 2016 and for the remaining Ontario Subsidiaries by January 1, 2017

***As may be required for IA and its Ontario Subsidiaries pursuant to regulation

****For IA and its Large Ontario Subsidiaries by January 1, 2015 and for the remaining Ontario Subsidiaries by January 1, 2016

***** For IA and its Large Ontario Subsidiaries by January 1, 2017 and for the remaining Ontario Subsidiaries by January 1, 2018.