

ACCESSIBILITY POLICY

Statement of Commitment

CAM-TAG Industries Inc. is committed to treating all people in a way that allows them to maintain their dignity and independence. We are committed to meeting the needs of the people with disabilities in a timely manner, and will do so by preventing and removing any barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

Training

CAM-TAG Industries Inc. is committed to training staff and volunteers on Ontario's accessibility laws and on accessibility aspects of the Ontario Human Rights Code that apply to persons with disabilities. Training will be provided in a way that best suits the duties of the employees, volunteers and Board of Directors.

Information and Communications

CAM-TAG Industries Inc. is committed to meeting the communication needs of people with disabilities. When asked, we will provide information and communications materials in accessible formats or with communication supports. This includes publicly available information about goods, services and facilities, as well as publicly available emergency and safety information.

CAM-TAG Industries Inc. will consult with people with disabilities to determine their information and communication needs.

We will ensure existing feedback processes are accessible to people with disabilities upon request.

Employment

CAM-TAG Industries Inc. is committed to fair and accessible employment practices.

We will notify the public and staff that, when requested, we will accommodate disabilities during recruitment and assessment processes and when people are hired.

If needed, we will create an individual accommodation plan and/or workplace emergency information for any employees who have a disability.

Our performance management, career development, redevelopment and return-to-work processes will take into account the accessibility needs of employees with disabilities.

Design of Public Spaces

CAM-TAG Industries Inc. will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces. Public spaces including:

- Outdoor paths of travel, like sidewalks, ramps, stairs, and curb ramps
- Outdoor public eating areas like rest stops or picnic areas
- Accessible off street parking

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

Modifications to this or other policies

Any of our policies that do not respect and promote the dignity and independence of people with disabilities will be modified or removed.

For more information please contact Stephanie Barrett at 613-656-7819 or stephanie@camtag.com

Accessible formats of this document are available free upon request.