



CMI Multi Year Accessibility Plan

Title: **Multi Year Accessibility Plan
2024 – 2029**

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Prepared by: Controller
Approved by: Vice President

CMI Heavy Industries Multi-Year Accessibility Plan

Introduction

CMI Heavy Industries is committed to ensuring equal access and participation for people with disabilities. We are dedicated to treating people with disabilities in a way that allows them to maintain their dignity and independence. We believe in integration and are committed to meeting the needs of people with disabilities in a timely manner.

This multi-year accessibility plan outlines our strategy to prevent and remove barriers and meet the requirements under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA).

1. General Requirements

1.1 Establishment of Accessibility Policies

- **Objective:** Develop, implement, and maintain policies governing how CMI Heavy Industries will achieve accessibility.
- **Actions:**
 - Review and implement changes need for accessibility policies by January 2025.
 - Make policies publicly available and provide them in an accessible format upon request.

1.2 Accessibility Plans

- **Objective:** Update, implement, and maintain a multi-year accessibility plan.
- **Actions:** Post Plan on website by December 2024.
 - Post the accessibility plan on the company website and provide it in an accessible format upon request.
 - Review and update the plan at least once every five years.

1.3 Training

- **Objective:** Provide training on the accessibility standards and Human Rights Code as it pertains to people with disabilities.
- **Actions:**
 - Develop and deliver training programs for all employees, volunteers, and persons participating in the development and approval of policies by June 2025.
 - Maintain records of the training provided, including dates and number of participants.

2. Information and Communications Standards

2.1 Accessible Feedback Processes

- **Objective:** Ensure feedback processes are accessible to people with disabilities.
- **Actions:**
 - Review current feedback processes by March 2025.
 - Modify processes to receive and respond to feedback in accessible formats by June 2025.

2.2 Accessible Formats and Communication Supports

- **Objective:** Provide accessible formats and communication supports upon request.
- **Actions:**
 - Notify the public about the availability of accessible formats and communication supports by September 2025.
 - Provide or arrange for accessible formats and communication supports in a timely manner and at no additional cost.

2.3 Accessible Websites and Web Content

- **Objective:** Ensure websites and web content conform to WCAG 2.0 Level AA.
- **Actions:**
 - Assess current website and web content for accessibility compliance by July 2024.
 - Implement necessary changes to conform to WCAG 2.0 Level AA when website is updated next.

3. Employment Standards

3.1 Recruitment, Assessment, and Selection

- **Objective:** Ensure accessibility in recruitment processes.
- **Actions:**
 - Review and modify recruitment policies, procedures, and practices by June 2025.
 - Notify employees and the public about the availability of accommodations during recruitment by September 2025.

3.2 Accessible Formats and Communication Supports for Employees

- **Objective:** Provide accessible formats and communication supports for employees.
- **Actions:**
 - Inform employees of policies supporting employees with disabilities by December 2025.
 - Provide accessible formats and communication supports upon request in a timely manner.

3.3 Workplace Emergency Response Information

- **Objective:** Provide individualized emergency response information to employees with disabilities.
- **Actions:**
 - Create a process for developing individualized emergency response information by March 2025.
 - Provide the information as soon as practicable after becoming aware of the need for accommodation.

3.4 Documented Individual Accommodation Plans

- **Objective:** Develop and maintain individualized accommodation plans.
- **Actions:**
 - Establish a written process for the development of documented individual accommodation plans as required.
 - Ensure the process includes all required elements as specified in the AODA.

3.5 Return to Work Process

- **Objective:** Develop and maintain a return to work process for employees who have been absent due to a disability.

- **Actions:**
 - Create a documented return to work process by December 2025.
 - Ensure the process outlines the steps taken to facilitate the return to work and includes individual accommodation plans.

3.6 Performance Management, Career Development, and Redeployment

- **Objective:** Take into account the accessibility needs of employees with disabilities in performance management, career development, and redeployment processes.
- **Actions:**
 - Make new policies if needed, review and modify existing policies and procedures by June 2026.
 - Provide training to managers and supervisors on accessibility considerations in these processes.

4. Design of Public Spaces Standards

4.1 Recreational Trails and Beach Access Routes

- **Objective:** Ensure if new construction or significant building modification is planned that accessible requirements are met.
- **Actions:**
 - Review current design practices by March 2025.
 - Implement changes to comply with the AODA standards by December 2025.

4.2 Outdoor Public Use Eating Areas

- **Objective:** When construction occurs ensure outdoor public use eating areas are accessible, if they are built.
- **Actions:**
 - Assess current outdoor eating areas by June 2025.
 - Modify or build new eating areas to meet accessibility standards by December 2025.

4.3 Exterior Paths of Travel

- **Objective:** Ensure exterior paths of travel, such as sidewalks, ramps, and stairs, are accessible.
- **Actions:**
 - Review and update design standards by September 2025.

- Implement necessary changes to comply with AODA standards by December 2026.

4.4 Accessible Parking

- **Objective:** Ensure accessible parking spaces meet the required standards.
- **Actions:**
 - Assess existing parking facilities by June 2025.
 - Modify or construct accessible parking spaces to meet standards by December 2025.

5. Review and Monitoring

5.1 Annual Review

- **Objective:** Ensure the ongoing relevance and effectiveness of the accessibility plan.
- **Actions:**
 - Conduct an annual review of the accessibility plan.
 - Update the plan as needed and report on progress to senior management.

5.2 Feedback and Continuous Improvement

- **Objective:** Incorporate feedback and promote continuous improvement in accessibility.
- **Actions:**
 - Collect feedback from employees, clients, and stakeholders.
 - Use feedback to inform updates and improvements to accessibility policies and practices.

Conclusion

CMI Heavy Industries is dedicated to achieving accessibility for people with disabilities in Ontario. By implementing this multi-year accessibility plan, we aim to identify, remove, and prevent barriers, ensuring an inclusive and accessible environment for everyone.

For more information or to request accessible formats of this document, please contact us at:

CMI Heavy Industries
Shawn Rapone
shawn.rapone@cmihi.com
905-382-7000



This plan will be made available to the public and will be provided in accessible formats upon request.

Rev. No.	Rev. Date	Description of Revision	Approved By
00	December 15, 2017	Initial policy	Shawn Rapone
01	June 4, 2024	Policy rewrite	Shawn Rapone