



# AODA – Multi-Year Accessibility Plan for the Integrated Accessibility Standards Regulation (IASR)

## Intent

This 2018 to 2023 accessibility plan outlines the policies and actions that Club Roma will put in place to improve opportunities for people with disabilities in accordance with the requirements communicated under the [Integrated Accessibility Standards, Ontario Regulation 191/11](#).

## Statement of Commitment

Club Roma believes in equal opportunity and is committed to providing a barrier-free environment that allows all people to maintain their independence and dignity. As an organization, we respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act (2005)* and its associated Regulations and strive to meet the needs of individuals with disabilities in a timely and effective manner.

## Plan

General Requirements			
Accessibility Requirement:	Establishment of accessibility policies	Compliance Deadline:	2018
Current Barriers:	Lack of company policies dedicated to created more accessibility		
Plan to Meet Requirements:	HR Manager to create policies with approval of the GM to meet requirements		
Potential Future Barriers:	None		
Responsible Authority:	HR Manager	Results:	
Accessibility Requirement:	Training on IASR and the <i>Human Rights Code</i>	Compliance Deadline:	2018
Current Barriers:	Lack of training schedule/policy to attain training		
Plan to Meet Requirements:	HR Manager to create policy to bring training to all required staff		
Potential Future Barriers:	None		
Responsible Authority:	HR Manager	Results:	

Information and Communications Standard			
Accessibility Requirement:	Accessible formats and communication supports	Compliance Deadline:	2019
Current Barriers:	Website pictures don't have descriptions		
Plan to Meet	Work with our web developer to add these features		

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Requirements:			
Potential Future Barriers:			
Responsible Authority:	HR Manager	Results:	
Accessibility Requirement:	Emergency procedures, plans or public safety information	Compliance Deadline:	2019
Current Barriers:	Emergency plans are not available in all accessible formats		
Plan to Meet Requirements:	Develop emergency plans in accessible formats		
Potential Future Barriers:			
Responsible Authority:	HR Manager	Results:	

Employment Standard			
Accessibility Requirement:	Recruitment, assessment and selection processes	Compliance Deadline:	2018
Current Barriers:	Job postings do not notify employees and the public of the availability of accommodation during the recruitment process.		
Plan to Meet Requirements:	Rewrite job posting template to include the availability of accommodation during the recruitment process.		
Potential Future Barriers:			
Responsible Authority:	HR Manager	Results:	Complete
Accessibility Requirement:	Informing employees of supports	Compliance Deadline:	2018
Current Barriers:	Employment offer letter template does not include the availability of accommodation for successful candidates.		
Plan to Meet Requirements:	Rewrite employment offer template to include the availability of accommodation for successful candidates.		
Potential Future Barriers:			
Responsible Authority:		Results:	Complete
Accessibility Requirement:	Performance management process	Compliance Deadline:	
Current Barriers:	Does not apply.		
Plan to Meet Requirements:			
Potential Future Barriers:			
Responsible Authority:		Results:	

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## Review and Update

This document was created on 23 October 2018 and must be reviewed and updated by 23 October 2019.