



MIDDLETON GROUP

Design • Merchandising • Print

AODA MULTI-YEAR ACCESSIBILITY PLAN

COMPLIANCE NOTE: This multi-year plan was prepared in compliance with Ontario Regulation 191/11 under the *Accessibility for Ontarians with Disabilities Act, 2005* (“AODA”) as amended.

INTRODUCTION

The Integrated Accessibility Standards Regulations (“IASR”) under the AODA require that Middleton Group Inc. establish, implement, maintain and document its accessibility policies and multi-year accessibility plan. The Accessibility Plan outlines Middleton Group Inc’s strategies to prevent and remove barriers for persons with disabilities and meet our requirements under the IASR and AODA.

The Accessibility Plan will be publicly available, including in an accessible format upon request, and will be reviewed and updated a least once every five years.

APPLICATION

The Accessibility Plan applies to all employees of Middleton Group Inc.

STATEMENT OF COMMITMENT

In fulfilling our mission, Middleton Group Inc strives to treat all individuals in a manner that allows them to maintain their dignity and independence. Middleton Group Inc promotes integration and equal opportunity and is committed to meeting the needs of people with disabilities in a timely manner. We will seek to achieve this by preventing and removing barriers to accessibility and by meeting accessibility requirements under the AODA.

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AODA MULTI-YEAR ACCESSIBILITY PLAN

Middleton Group Inc. has prepared this Multi-Year Accessibility Plan (“Plan”) in accordance with the requirements of the Accessibility for Ontarians with Disabilities Act 2005, (“AODA”) and Ontario Regulation 191/11 Integrated Accessibility Standards (“ISAR”). The Plan sets out Middleton Group Inc.’s strategy for preventing and removing accessibility barriers and meeting the requirements of the ISAR over the next several years.

Middleton Group Inc. is committed to meeting the accessibility needs of its stakeholders in a timely manner, reviewing and updating the Plan at least once every five years. This document is available in alternate formats upon request. Please contact us at info@middletongroup.ca

YEAR REVIEWED	INTEGRATED ACCESSIBILITY STANDARD	ACTION PLAN	RESPONSIBILITY	STATUS		
				IN PROGRESS	ONGOING	COMPLETE
2021	General Requirements	Develop accessibility policies outlining how MGI will implement legislation to its customers as well as to its employees. Available to the public.	Management			<input checked="" type="checkbox"/>
2021	General Requirements	Create Statement of Commitment and make it available to the public.	Management			<input checked="" type="checkbox"/>
2021	General Requirements	Create a Multi-Year Accessibility Plan and post online.	Management			<input checked="" type="checkbox"/>
2021	Information & Communication Standard	Websites that go through a new look and feel to their site or major changes to content (after Jan 1, 2012) must be compliant with WCAG 2.0A	Management		<input checked="" type="checkbox"/>	
2021	General Requirements	Provide training on the requirements of the IASR and on disability-related obligations under Ontario Human Rights legislation to following individuals: employees, volunteers, others who may be acting on MGI’s behalf, anyone involved in developing MGI policies. Keep a record of those trained.	Management		<input checked="" type="checkbox"/>	
2021	Information & Communication Standard	When asked, MGI must be able to receive and respond to feedback from customers, employees and the public who have a disability.	Management		<input checked="" type="checkbox"/>	
2021	Information & Communication Standard	Make information accessible to the public and provide information in accessible format when requested. Let the public know this information.	Management		<input checked="" type="checkbox"/>	
2021	Employment Standard	Revise protocols to inform applicants that MGI accommodates disabilities during recruitment and selection process.	Management			<input checked="" type="checkbox"/>
2021	Employment Standard	Tell staff about policies supporting employees with disabilities.	Management			<input checked="" type="checkbox"/>

YEAR REVIEWED	INTEGRATED ACCESSIBILITY STANDARD	ACTION PLAN	RESPONSIBILITY	STATUS		
				IN PROGRESS	ONGOING	COMPLETE
2021	Employment Standard	When an employee with a disability asks for it, work with them to make workplace information accessible.	Management		<input checked="" type="checkbox"/>	
2021	Employment Standard	Develop plans to assist employees with disabilities during an emergency, including ensuring the information is formatted so an employee with a disability can understand it.	Management Health & Safety		<input checked="" type="checkbox"/>	
2021	Employment Standard	Develop accommodation plans for employees with disabilities.	Management Health & Safety		<input checked="" type="checkbox"/>	
2021	Employment Standard	Outline the steps you will take to help your employees return to work when they have been absent because of a disability and need some form of disability-related accommodation to return to work.	Management Health & Safety			<input checked="" type="checkbox"/>
2021	Employment Standard	Account for accessibility needs of employees with disabilities and individual accommodation plans when using MGI's performance management processes, considering career development and advancement opportunities of employees with disabilities.	Management		<input checked="" type="checkbox"/>	
2021	General Requirements	Review Multi-Year accessibility plan and Statement of Commitment.	Management	<input checked="" type="checkbox"/>		
2021	Information & Communication Standard	All websites and its content to meet WCAG 2.0 Level AA by 2021 except for exclusions set out in the IASR.	Management	<input checked="" type="checkbox"/>		