



AODA Multi Year Accessibility Plan

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Rankin Construction Inc.

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Section 1 – Introduction and Commitment

Rankin Construction Inc. is committed to fulfilling its obligations under the Accessibility Standards for Customer Service (Ontario Regulation 429/07) as well as the Accessibility Standard for Communications and Employment issued under the Accessibility for Ontarians with Disabilities Act, 2005 (“AODA”). Our goal is to increase the accessibility of our programs and services for those all who use them or wish to use them.

Rankin Construction Inc. will use reasonable efforts to ensure that its customer service policies, practices and procedures are consistent with the four principles set out below. It is recognized, however, that in some circumstances, a balancing of the four principles, or aspects thereof, may be necessary in order to maximize the achievement by Rankin Construction of the goals and spirit of this policy.

Rankin Construction Policy

Rankin Construction recognizes the dignity and worth of every individual and seeks to create socially inclusive environments in which everyone, including persons with disabilities, is able to participate fully. Building on a culture that embraces diversity and supports social inclusion, Rankin Construction is a shared experience for everyone to enjoy.

Section 2 – Rankin Construction Multi-Year Accessibility Plan

Customer Service Standard				
AODA Standard Sub-Section	Action	Description	Status	Compliance Date
General	Establishment of Policies and Procedures	<p>All Rankin Construction Policies and Practices have been drafted to embody the four AODA principles of Dignity, Independence, Integration and Equal Opportunity</p> <p>Specific practices were drafted to cover:</p> <ul style="list-style-type: none"> -Assistive Devices -Service Animals -Support Persons -Notice of Service Disruptions -Feedback -Training -Communication -Accommodation Policy 	Created January 2012 and ongoing	Updated July 1, 2016.
		<p>Rankin Construction will ensure that methods of communication will be available in any way that is deemed reasonable when accessing Rankin Construction programs and services.</p> <p>Rankin Construction is committed to providing service excellence in the delivery of all programs and services to its members who may require the use of assistive devices.</p> <p>Rankin Construction will train its employees to ensure that they are familiar with the various types of assistive devices that may be used by persons with disabilities when accessing our Rankin Construction facilities, programs and services.</p>	January 2012 and ongoing	January 2012
	Service Animals	<p>People with disabilities who are accompanied by a service animal or will be welcomed at all of our locations that are open to the public.</p> <p>Staff/volunteers will be properly trained in how to interact with people with disabilities who are accompanied by a service animal</p>	Created January 2012 and ongoing	January 2012
	Support Persons	<p>People with disabilities who are accompanied by a support person will be welcomed at all of our locations that are open to the public.</p> <p>Any person with a disability who is accompanied by a support person will be allowed to enter any Rankin Construction premises with his or her support person. At no time will a person with a disability who is accompanied by a support person be prevented from having access to his or her support person while on our premises.</p> <p>Fees will not be charged for support persons for admission to any Rankin Construction premises.</p> <p>Staff/volunteers will be properly trained in how to interact with people with disabilities who are accompanied by a support person.</p>	Created January 2012 and ongoing	January 2012

	Communication	<p>Rankin Construction will make every effort to communicate with persons with disabilities in ways that take into account their disability.</p> <p>Staff/volunteers will be trained on how to interact and communicate with people with various types of disabilities. Communication is a process of providing, sending, receiving and understanding information.</p> <p>Depending on the situation and the person's needs, Rankin Construction will offer alternatives ways to make communications more accessible. Finding a suitable communication method may require consideration of the situation or circumstances of the provider and of the person with a disability.</p>	Created January 2012 and ongoing	January 2012
	Feedback Process	<p>Members and participants may provide feedback regarding the way we provide services to those with disabilities in person, by telephone, in writing or by email.</p> <p>All feedback will be directed to the Site Supervisor or Centre Manager.</p> <p>Participants can expect to hear back in within 2 to 3 business days.</p>	Created January 2012 and ongoing	January 2012
	Training	<p>Rankin Construction will provide the appropriate training to all employees and volunteers.</p> <p>When policies, practices or procedures on the provision of goods or services to people with disabilities change, updated training will be provided to all staff/volunteers.</p> <p>Initial training will be provided at time of orientation, no less than three months (probation period) after staff/volunteers commence their duties.</p>	Created January 2012 and ongoing	January 2012
	Notice of Service Disruptions	<p>In the event of a planned or unexpected disruption in the facilities or services usually used by people with disabilities notices will be posted.</p> <p>This notice will include information about the reason for the disruption, its anticipated duration, and a description of alternative facilities or services, if available. Notices for planned disruptions will be placed in Rankin Construction flyers a week in advance whenever possible.</p>	Created January 2012 and ongoing	January 2012

Integrated Accessibility Standard

AODA Standard Sub-Section	Action	Description	Status	Compliance Date
General	Accessibility Policies	Rankin Construction will develop, implement and maintain policies that meet AODA requirements.	Created January 2012 and ongoing	December 2017
	Accessibility Plans	Rankin Construction will establish, implement, maintain and document a multi-year accessibility plan, which will outline Rankin Construction strategy to prevent and remove barriers.	Created December 2013	December 2017
	Training	<p>Rankin Construction will provide the appropriate training to all members of the employees and volunteer teams. All training will encompass the AODA Regulations and the Human Rights Code.</p> <p>Training will occur on an ongoing basis and whenever changes are made to relevant policies, practices and procedures.</p> <p>Training will be provided to each person as soon as practicable after he or she is assigned applicable duties</p>	Created January 2012 and ongoing	On going
	Filing Reports	Rankin Construction will file all applicable annual Ministry reports	Yearly	Yearly
Information and Communication	Emergency Response Information	Rankin Construction has prepared and our staff are trained on our emergency procedures and plans. They are not made available to the public. If that changes we will provide the information in an accessible format and with appropriate communication supports.	January 2012	January 2012
	Formats and Communication Supports	<p>Rankin Construction is committed to providing people with disabilities accessible formats and communication supports when requested.</p> <p>Rankin Construction will notify the public about the availability of accessible formats and communication supports.</p>	Being Developed	January 2020 (Ongoing - working with Website designers)
	Website and Web Content	Rankin Construction is committed to ensuring that our internet and its content conforms with the WWW Consortium Web Content Accessibility Guidelines (“WCAG”) 2.0 Level A and eventually increasing to Level AA.	Being Developed	January 2014-2020
	Feedback	<p>Participants may provide feedback regarding the way we provide services to those with disabilities in person, by telephone, in writing or by email.</p> <p>All feedback will be directed to the Site Supervisor or Centre Manager.</p> <p>Participants can expect to hear back in within 2 to 3 business days</p>	Created January 2012	January 2015

Employment	Accommodations	Recruitment	<p>Rankin Construction will ensure that both employees and members of the public will be made aware that accommodations are available.</p> <p>Rankin Construction will note on job postings that accommodations are available and will consult with those who are selected for an interview to meet their needs in a suitable way.</p> <p>Rankin Construction will ensure that all successful candidates are informed about Rankin Construction Accessibility policies and procedures.</p>	Being Developed	December 2017
		Return to Work	<p>Rankin Construction has a Return to Work process for employees who have been absent from work due to a disability and require accommodations to return to work.</p> <p>All Return to Work plans will be documented and added to an employee's individual accommodation plan</p>	In place for over 10 years	January 2010
		Performance Management	Rankin Construction will ensure that accessibility needs are taken into account during an employee's Performance Appraisal.	Being Developed	January 2020
		Career Development	Rankin Construction will ensure that accessibility needs are taken into account during Career Development	Being Developed	January 2020
		Redeployment	Rankin Construction will ensure that accessibility needs are taken into account if an employee is redeployed.	Being Developed	January 2020
	Individual Emergency Response Information	Rankin Construction will ensure all employees with disabilities who require it have an individualized plan. Workplace emergency response information where it is aware of the need. This plan will be added to any individual accommodation plan.	Implemented January 2012 and ongoing	January 2012	
	Communication Supports	On request, Rankin Construction will consult with an employee to provide accessible formats or communication supports for work related information	Being developed	Ongoing Updated Dec 2017	