



Accessibility Plan

The Path To 2025

Updated April 28, 2021

Version 1.1

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Statement of Commitment

Partners in Parenting is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence.

We believe in integration, and we are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and by meeting our accessibility requirements under Ontario's accessibility laws.

Introduction

Partners in Parenting strives to meet the needs of its employees and customers with disabilities and is working hard to remove and prevent barriers to accessibility.

Our organization/business is committed to fulfilling our requirements under the Accessibility for Ontarians with Disabilities Act (AODA). This accessibility plan outlines the steps Partners in Parenting is taking to meet those requirements and to improve opportunities for people with disabilities.

Our plan shows how Partners in Parenting will play its role in making Ontario an accessible province for all Ontarians.

Section One: Past Achievements to Remove and Prevent Barriers

Partners in Parenting was founded in 1997 with the mandate to support our community's children, youth and adults who have a variety of disabilities. This mandate required Partners in Parenting to be sensitive and aware of the need to prevent and/or reduce barriers for our clients participating in the programs.

Since 2001, Partners in Parenting has been successful in establishing several Supportive Living Programs and an Adult Day Program with the client's needs in mind to ensure any/all barriers were either eliminated or reduced to a minimum.

This included:

- several locations are fully wheelchair accessible
- installed door opening devices
- installed ramps
- modified bathrooms to be wheelchair accessible which included roll-in showers
- ensured driveways and walkways are in good repair
- installed ceiling tracking systems
- trained staff to use sign-language
- our website was redesigned to comply with WCAG 2.0
- acquired wheelchair vans

Recognizing Ontario's Accessibility Action Plan and the many requirements, Partners in Parenting has continually made improvements to recognize and reduce or eliminate barriers for our clients, staff and community who have disabilities. As of April 2021, this included but not limited to the following:

- All employees are now trained to understand Accessibility for Ontarians with Disabilities within their first month of being employed. This includes the four core principles of the AODA:
 - DIGNITY
 - INDEPENDENCE
 - INTEGRATION
 - EQUAL OPPORTUNITY
- Developed and implemented AODA – Integrated Accessibility Standards, Regulation 191/11 which included enhancements to:
 - Recruitment, Assessment and Selection processes
 - Individual Accommodation plans
 - Performance Management and Career Development and Advancement
 - Return to work
 - Redeployment
 - etc
- Implemented more compressive return to work policies and procedures
- Employment advertisements include a statement indicating that Partners in Parenting is an equal opportunity employer and that accommodations are available on request for candidates taking part in all aspects of the selection process

Section Two: Strategies and Action Pathway to 2025

Customer Service

Partners in Parenting is committed to providing accessible customer service to people with disabilities. This means that we will provide programs and support services to people with disabilities with the same high quality and timeliness as others.

Our initiatives include:

- Reviewing all AODA training programs to ensure they are up to date and compliant
- Reviewing all AODA policies to ensure they are accurate and up to date

Information and Communications

Partners in Parenting is committed to making our information and communications accessible to people with disabilities.

Our initiatives include:

- Reviewing all requests for modified documents and/or communication
- Reviewing computer programs/systems to assist in modifying documents and/or communication

Employment

Partners in Parenting is committed to fair and accessible employment practices.

Our initiatives include:

- Reviewing all hiring practices including advertisements to ensure policies and practices are consistent with AODA policies and procedures

Procurement

Partners in Parenting is committed to accessible procurement processes.

Our initiatives include:

- Every procurement will be reviewed in depth as part of the decision making process to understand the level of AODA compliance. Any identified AODA deficiencies will be problem solved and corrected accordingly.

Training

The Partners in Parenting is committed to providing training in the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities.

Our initiatives include:

- Reviewing all AODA training programs to ensure they are up to date and compliant
- Reviewing all AODA policies to ensure they are accurate and up to date
- Reviewing the methods as to how training is delivered including the materials used

Other

Our initiatives include:

- Reviewing the website design including effectiveness and functionality
- Adding walkways and ramps at several private locations
- Review and ensure terminologies are up to date ie. People with Disabilities possibly to people with exceptionalities or differing abilities etc. Changes in terminologies could reduce stigma etc

For More Information

For more information on this accessibility plan, please contact Christine Rondeau, CEO by calling: 613-229-7599 or by email: christine@partnersinparenting.ca

Our website can be found at: www.PartnersinParenting.ca

Standards and accessible formats are available free upon request by contacting Christine Rondeau, CEO by calling: 613-229-7599 or by email: christine@partnersinparenting.ca