



AODA Integrated Standard Policy

COMMITMENT TO PERSONS WITH DISABILITIES

The Beer Store is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity and are committed to meeting the needs of people with disabilities in a timely manner. We will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act (2005).

The Beer Store has developed and made available upon request, this policy and a multi-year accessibility plan which outlines the actions we will put in place to improve opportunities for people with disabilities. The policy and plan are also available on the Beer Store website: <http://www.thebeerstore.ca/about-us/accessibility>

The policy and multi-year plan will be reviewed annually.

Please refer to the multi-year plan for details about how the Beer Store will address the following:

INFORMATION AND COMMUNICATION STANDARD:

- Accessible Emergency Information
- Kiosks
- Feedback from Customers and Employees
- Accessible Formats and Communication Supports
- Emergency Procedures/Plan or Public Safety Information
- Accessible Websites & Web Content

EMPLOYMENT STANDARD

- Recruitment, assessment and selection
- Accessible formats and communication supports for employees
- Workplace emergency response information
- Documented individual accommodation plans
- Return to work process
- Performance management
- Career development and advancement
- Redeployment

The Transportation Standard does not apply to the Beer Store.



TRAINING

The Beer Store will provide training to employees and volunteers on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of the employees and volunteers. Training will include but is not limited to, the Integrated Standard and the Ontario Human Rights Code as it pertains to persons with disabilities.

The Beer Store will take the following steps to ensure employees and volunteers are provided with the training needed to meet Ontario's accessibility laws. The Beer Store will utilize the video program created and hosted by the Ontario Human Rights Commission, *Working together: the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act*. The program includes sections on:

- the Code
- understanding the duty to accommodate
- applying human rights principles
- compliance and enforcement


The videos can be found at: <http://www.ohrc.on.ca/en/annual-report-2012-2013-rights-partners-actions/working-together-free-online-training-aoda-requirements#sthash.aynNRqZf.dpuf>

<http://www.ohrc.on.ca/en/learning/working-together-ontario-human-rights-code-and-accessibility-ontarians-disabilities-act>

Employees will review the Integrated Standard policy and multi-year accessibility plan. Training records will be kept as a record of who has been trained and when they were trained.

For more information on this policy or the multi-year accessibility plan, please contact Karina Prokopchuk at karina.prokopchuk@thebeerstore.ca or 905-361-4219.

Accessible forms of this document and the accessibility plan are available upon request.



Jeff Wilcox, Director Health & Safety
January 1, 2018