

S.R.T. Med-Staff Accessibility Policy

We are committed to creating an annual accessibility plan in accordance with the Accessibility for Ontarians Act, 2005 (AODA). The plan identifies barriers to access and assigns responsibility and timelines for removing these barriers. It applies to all people with disabilities (staff and patients/families) and is supported by our organization's values of respect, honesty, trust, integrity, teamwork, and diversity.

Our Patients

S.R.T. Med-Staff is committed to giving our patients with disabilities the same opportunity to access our services as those without disabilities.

We provide the necessary, reasonable accommodations to prevent and minimize barriers to patients with disabilities so they benefit from the same services in the community as those without disabilities.

Our Staff

S.R.T. Med-Staff is committed to ensuring our staff with disabilities have the same opportunities as those without disabilities when providing service. We provide the necessary, reasonable accommodations to prevent and minimize barriers.

We recruit and hire staff with disabilities while providing reasonable accommodation to prevent and minimize barriers and ensure they participate in our recruiting, hiring, and orientation processes as all our new hires do.

Continuous Improvement

The plan is reviewed regularly based on feedback from staff and patients/families, annual management reviews, and changes to legislation.

S.R.T. Med-Staff 2012-2018 Multi-Year Accessibility Plan Integrated Accessibility Standards Regulation

Accessibility Policy

ACTION	COMPLIANCE DATE	STATUS
Develop Accessibility Policy	January 1 st 2012	Complete
Implement Accessibility Policy		Complete
Publish Accessibility Policy publicly. Provide accessible format, upon request		Ongoing
Review and update Accessibility Policy as required		Ongoing

Multi-Year Accessibility Plan		
ACTION	COMPLIANCE DATE	STATUS
Develop multi-year accessibility plan that ensures persons with disabilities are given an opportunity equal to that given to others, to use and benefit from the services S.R.T. Med-Staff provides	January 1 st , 2014	Complete
Implement multi-year accessibility plan		Complete
Publish multi-year accessibility plan publicly. Provide accessible format upon request	January 1 st , 2015	Complete
Review and update multi-year accessibility plan		Ongoing
Ensure employees are trained on the Integrated Accessibility Standards Regulation (IASR) and Ontario Human Rights Code		Complete

Communication Standards		
ACTION	COMPLIANCE DATE	STATUS
Ensure the processes for receiving and responding to feedback are accessible and meet the IASR requirements	January 1 st , 2015	Complete
Upon request, where practicable, provide accessible formats and communication supports for persons with disabilities		Complete
Work with persons with disabilities who make a request for accessible formats or communications and determine feasibility of creating these formats		Complete
Provide training on AODA Customer Service to every employee who participates in the development of Policy and Procedures, including every employee who deals with the public on behalf of S.R.T. Med-Staff		Complete
Publish statement on website that we shall, upon request, provide or arrange for the provision of accessible formats and communication supports for persons with disabilities at a cost no more than regular cost charged to other persons	January 1st 2012	Complete
Emergency procedures and plans or public safety information (that is publicly available) shall be provided in an accessible format or with appropriate communication supports, upon request as soon as practicable		Complete
Websites and web content published after 2012 to conform to WCAG 2.0 Level A initially and increasing to WCAG 2.0 Level AA by Jan 1, 2021 to the extent practicable other than criteria 1.2.4 (captions) and 1.2.5 (pre-recorded audio descriptions). All WCAG 2.0 requirements only apply to websites, web content, and web based applications that an organization can control either directly or through a contractual relationship and where meeting the requirements are technically feasible	January 1st 2014 - 2021	On-going

Employment Standards		
Staff Recruitment & Development		
ACTION	COMPLIANCE DATE	STATUS
Review and update existing recruitment policies, procedures, and processes to ensure our recruitment, onboarding, and development processes are fair and accessible	January 1 st 2016	Ongoing
Inform candidates that accommodation is available for those with disabilities in recruitment material, and with regards to interviews and assessments		Ongoing
Take the accessibility needs of employees with disabilities into account as part of performance management processes, when assessing performance, providing career development and advancement opportunities, and considering redeployment		Ongoing
Ensure the accessibility needs of employees with disabilities are taken into account with regards to performance management, career development, and redeployment processes		Ongoing
Support		
ACTION	COMPLIANCE DATE	STATUS
Inform current employees and new hires as soon as practicable after they begin employment of policies supporting employees with disabilities	January 1 st 2016	Ongoing
Keep employees up to date on changes to policies/procedures relating to accommodation		Ongoing
When requested by an employee with a disability, provide or arrange for the provision of suitable accessible formats and communication supports needed to perform the employee's job		Ongoing
Emergency/Accommodation Plans		
ACTION	COMPLIANCE DATE	STATUS
Individualized workplace emergency response information procedures have been developed for employees with disabilities	January 1 st 2016	Ongoing
Develop and maintain return to work plans for employees with disabilities, who have been absent from work due to a disability, and require disability related accommodations in order to return to work. Include in the process and plans all required elements in accordance with the provisions of the IASR		Ongoing
Review and update existing policies and practices to ensure compliance with IASR		Ongoing
Public Space Standards		
ACTION	COMPLIANCE DATE	STATUS
Where practicable, S.R.T. Med-Staff will establish plans to meet the Accessibility Standards for the design or modification of public spaces in the building, when under S.R.T. Med-Staff' control	January 1st 2017	Ongoing
S.R.T. Med-Staff will take appropriate measures to prevent service disruptions to accessible parts of its public spaces. In the event of service disruption, we will notify the public of the service disruptions and alternatives available		Ongoing
Identify preventative and emergency maintenance procedures and procedures for handling disruptions		Ongoing