

114 Disability Accommodations

Accessibility for Ontarians with Disabilities Integrated Standard Policy

The 2014-2021 accessibility plan outlines the policies and actions that PanAbrasive Inc. will put in place to improve opportunities for people with disabilities.

Statement of Commitment

PanAbrasive Inc. 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. We are committed to meeting the needs of people with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility for Ontarians with disabilities act.

Accessible Emergency Information

PanAbrasive Inc. is committed to providing the customers and clients with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities with individualized emergency response information when necessary.

Training

PanAbrasive Inc. Will provide training to employees, volunteers and other staff members 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 employees, volunteers and other staff members.

PanAbrasive Inc. will ensure employees are provided with the training needed to meet Ontario's Accessible laws by January 1st 2015.

Kiosks

PanAbrasive Inc. shall have regard to the accessibility for persons with disabilities when designing, procuring or acquiring self-service kiosks.

Information and Communications

PanAbrasive Inc. is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communication needs.

PanAbrasive Inc. will take the following steps to make all new websites and content on those sites conform to WCAG 2.0 Level A by January 1st 2014.

Employment

PanAbrasive Inc. is committed to fair and accessible employment practices.

PanAbrasive will notify the public and staff that when requested PanAbrasive Inc. will accommodate people with disabilities during the recruitment and assessment processes and when people are hired.

- State this in our job postings
- State on job applications if Applicable

PanAbrasive follow steps to develop and put in place a process for developing individual accommodation plans and return-to-work policies for employees that have been absent due to disability without causing undue hardship.

PanAbrasive Inc. will take the following steps to make sure existing feedback processes are accessible to people with disabilities upon request by January 1, 2015

- Putting our feedback forms online
- Placing them in the front office.

For more information on this accessibility plan please contact the Human Resource Department

