Multi-year Accessibility Plan (AODA) – Ontario

Intent

This accessibility plan outlines the strategy of Barber-Collins Security Services Ltd. to prevent and remove barriers for people with disabilities and comply with the requirements of the *Integrated Accessibility Standards Regulation* under the *Accessibility for Ontarians with Disabilities Act, 2005*.

Statement of Commitment

Barber-Collins Security Services Ltd. is committed to providing an accessible environment for all clients, employees, job applicants, suppliers, and visitors who may enter our premises, access our information, or use our services. As an organization, we respect and comply with the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005*, and its associated regulations. We strive to provide an accessible and welcoming environment for everyone by identifying and removing barriers in our workplace and ensuring that new barriers are not created. The company ensures that persons with disabilities are provided with equal opportunities. We are committed to meeting the needs of individuals with disabilities in a timely and integrative manner that respects their dignity and independence.

Multi-year Accessibility Plan

This plan is in effect from January 1, 2023 to January 1, 2028.

If you have any questions or concerns about this plan or its initiatives, or if you want to receive a copy of the plan in a different accessible format, please contact Debbie Alberto or Darryl Rouleau at 519-745-1111.

Completed Initiatives

Barber-Collins Security Services Ltd. has completed the following initiatives to prevent and remove barriers and comply with the *Integrated Accessibility Standards Regulation*:

<u>General</u>

- Establishment of accessibility policies – completed 2013
- Training on IASR and the Human Rights Code – completed 2013 and ongoing

Information and Communication Standards

- Emergency procedures, plans or public safety information – completed 2012
- Feedback Process – completed 2015
- Provide accessible formats & communication supports as requested – completed 2016
- Accessible website and web content – completed and last updated in 2026

Employment Standards

- Recruitment, assessment and selection processes (provide accommodations as required) – completed 2016
- Informing employees of supports (newsletters and policies posted on website) – completed 2016
- Accessible formats and communication supports for employees as requested – completed 2016
- Provide individual accommodation plan as requested and return to work process – completed 2016
- Career development and advancement, part of IASR Employment Policy – completed 2016

New and Ongoing Initiatives

Barber-Collins Security Services Ltd. plans to take or is in the process of completing the following initiatives to prevent and remove barriers and comply with the *Integrated Accessibility Standards Regulation*:

General

Information and Communication Standards

Employment Standards