

CROWN PROPERTY MANAGEMENT INC.

Integrated Accessibility Standards Regulation Policy

Introduction

Crown Property Management Inc. (CPMI) has developed this Accessibility Policy and its related procedures to support the full inclusion of people with disabilities as they interact with the company. This policy is intended to meet the requirements of the Integrated Accessibility Standards Regulation (IASR) under the Accessibility for Ontarians with Disabilities Act, 2005.

Statement of Commitment

CPMI 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 and meeting requirements under the Accessibility for Ontarians with Disabilities Act (AODA).

General Requirements

CPMI has prepared a Multi-year Accessibility Plan which provides the framework for a phased-in strategy to prevent and remove barriers for people with disabilities. The plan will be reviewed and updated at least once every five years. Under the IASR, the accessibility standards that apply to CPMI are the General Requirements, Information and Communications Standard, Employment Standard and Design of Public Spaces Standard.

CPMI will have regard to the accessibility for persons with disabilities in the event that self-service kiosks are procured or acquired.

CPMI will require training for all employees, volunteers, persons involved in developing policies, and all other persons who provide goods, services or facilities on CPMI's behalf. Training will be provided on the requirements of the Integrated Accessibility Standards Regulation and on the Human Rights Code as it relates to persons with disabilities. CPMI maintains records that include the dates and the number of people who were trained in all its training programs, including those related to AODA.

Information and Communications Standard

CPMI will, upon request and in consultation with the person making the request, arrange for the provision of accessible formats and communication supports for persons with disabilities. This applies to the feedback process and follows the guidelines set out in the Regulation. The public will be notified of the availability of these formats and supports.

CPMI will ensure that its new Internet websites, including web content, conform to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 – Level A or Level AA, except where this is impracticable.

Employment Standard

CPMI will notify its employees and the public about the availability of accommodations for job applicants with disabilities. Individually selected job applicants will be notified that accommodations are available, upon request, in relation to the materials or processes to be used in the selection process. Information about CPMI's accessibility and accommodation policies will be provided in the job offer to a successful applicant and to newly hired employees as soon as practicable.

CPMI will provide information to all employees about its Accessibility Policy as well as the availability of accommodations for employees with disabilities. Where an employee with a disability so requests it, CPMI will consult with them to provide accessible formats or communication supports for information that is needed to perform their job. A written process will be created for individualized accommodation plans for persons with disabilities. If needed, individual workplace emergency response information will be prepared in consultation with an employee with a disability.

When conducting performance management, providing career development or when redeploying employees, CPMI will take into account the accessibility needs and the individual accommodation plans of employees with disabilities.

Design of Public Spaces

CPMI will comply with the Design of Public Spaces Standard with respect to any newly constructed or redeveloped spaces planned and intended for public use as described in the IASR Regulation.

Contact

CPMI has developed its Accessibility Policy to be consistent with the principles of dignity, independence, integration and equal opportunity. For more information, or to request this policy in an accessible format, please contact us at:

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