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SRBT Accessibility Plan Progress Report

Date: May 26, 2025

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1. Accessibility Awareness Training

Action: Launch accessibility awareness training for all employees.

Status: Scheduled for the annual staff training day in December 2025.

2. Manager Training on Disability and Accommodations

Action: Improve manager training on disability and workplace accommodations.

Status: Relevant managers will complete an online course on the Accessibility for Ontarians with Disabilities Act (AODA) and the Integrated Accessibility Standards (IASR) through CCOHS. To be completed by December 2025.

3. Emergency Evacuation Planning

Action: Update emergency evacuation plans to include clear instructions for people with disabilities and offer Personal Emergency Evacuation Plans (PEEPs).

Status: Ongoing; PEEPs will be offered to any employee with a disability.

4. Equality Statement and Policy Updates

Action: Update the equality statement and ensure it's included in all job postings.

Status: Disability and Accessibility Policy will be created and implemented. To be completed by December 2025.

5. Disability Disclosure Process

Action: Make it easier for prospective and current employees to disclose a disability.

Status: A voluntary Disability Disclosure Form will be available as part of the Disability and Accessibility Policy.

6. Accessibility of Training Materials

Action: Ensure all new training materials are accessible for employees with disabilities.

Status: Ongoing. Materials will be adapted as requested to meet accessibility needs.

7. Accessible Public Documents

Action: Publish public documents in accessible formats.

Status: Ongoing. Documents will be provided in accessible formats upon request.