

# ACCESSIBILITY & HUMAN RIGHTS

Building Healthy Communities | Respecting Traditional Values



**Shkagamik-Kwe**  
HEALTH CENTRE

## MULTI-YEAR ACCESSIBILITY PLAN

Date Created: September 2017

Date Reviewed: June 2022

<b>Part 1: Identify your organization's strategy to meet the following requirements of the IASR</b>					
<b>AODA Standard</b>	<b>IASR requirement</b>	<b>Due Date</b> dd-mm-yy	<b>Target Completion Date</b> dd-mm-yy	<b>Steps to take</b>	<b>Completion Status</b>
<b>IASR General Requirements</b>					
	Complete government accessibility report.		Ongoing	Submit Accessibility Compliance Report as required	Complete
	Create Multi-year Accessibility Plan.	13-09-17	13-09-17	Review plan once every 5 years and/or as needed	Completed
		13-09-22	22-06-21	Reviewed and updated	Completed
	Provide training to all employees and volunteers on their responsibilities under the IASR and the Human Rights Code that relates to accessibility	01-01-15	Ongoing	All staff, volunteers and students will take the training prior to employment and as needed.	Completed
<b>Customer Service Standard</b>					
	Develop and Create policies that outline how you will provide goods, services or facilities to people with disabilities. How you will provide accessible service.	01-01-17	01-01-17	Create a policy	Completed

<b>Information and Communication Standard</b>					
	Emergency and public safety information accessible to the public		Ongoing	Post on Website	
	All new internet websites and web content must conform with WCAG 2.0 level A.	01-03-19	01-03-19	Implemented an accessibility widget allowing visitors to customize the site o their needs	Complete
	Feedback processes are accessible. e.g. Surveys		Ongoing	Website and/or upon request	Complete
	Information about organization's services and facilities are accessible.		Ongoing	Website and/or upon request	
	All internet website and website content conforms with WCAG 2.0 level AA (excluding live captioning and audio description).	01-03-19	01-03-19	Implemented an accessibility widget allowing visitors to customize the site o their needs	Complete
<b>Employment Standard</b>					
	Individual accommodation plans for employees with a disability during an emergency.	01-01-11	Ongoing	Annual policy review / Employee Training	Complete
	Notify employees, potential hires and public that accommodations can be made during recruitment, assessment and selection processes for people with disabilities.	01-01-16	Ongoing	Notification indicated on all job postings	Complete
	Notify new hires and employees of policies for accommodating employees with disabilities.	01-01-16	Ongoing	Annual policy review / Employee Training	Complete

	Individual accommodation plans for employees with a disability.	01-01-16	Ongoing	Annual policy review / Employee Training	Complete
	Have a written return to work process in place for employees who have been absent due to a disability	01-01-16	Ongoing	Annual policy review / Employee Training	Complete
	Needs of employees with disabilities are taken into consideration when establishing a performance management and career development plan.	01-01-16	Ongoing		Complete
<b>Design of Public Spaces Standard</b>					
	Make new or redeveloped spaces accessible	01-01-16	Ongoing	AODA will be considered when selecting new locations.	
	Maintain accessible elements of public spaces	01-01-16	Ongoing		