

## **CENTERLINE (WINDSOR) LIMITED**

**Policy No.: HR-056**

**Effective Date: November 2013**

**Review Date: July 2018, January 2021**

### **COMMITMENT TO ACCESSIBILITY POLICY STATEMENT**

Centerline (Windsor) Limited is committed to providing a barrier-free environment for our employees and visitors who enter our premises or access our information. As an organization, we respect and uphold the requirements set forth under the Accessibility for Ontarians with Disabilities Act (2005), Customer Service Standard, and the Integrated Accessibility Standards Regulation.

Our organization has made a commitment to accessibility for everyone who uses our services. Centerline has a responsibility for ensuring a safe, dignified, and welcoming environment. We are committed to ensuring our organization's compliance with accessibility legislation by incorporating policies, procedures, equipment requirements, training for employees, and best practices including:

- Legislation regarding the Human Rights Code and the Accessibility for Ontarians with Disabilities Act, 2005.
- Integrated Accessibility Standards for Information and Communications, Employment, and Transportation.  
Accessible employment practices such as recruitment, assessment, and selection.
- Developing emergency response plans and individual workplace accommodation plans for employees with disabilities.
- Customer service standards.
- Accessible communication supports and information formats (both digital and non-digital).
- Communicating with people with various forms of disabilities.
- Accessible websites and web content.
- Centerline's relevant policies and procedures regarding accessibility.
- Training procedures.

Centerline realizes that providing accessible and barrier-free environments for everyone is a shared effort. As a community, all businesses and services must work together to make accessibility happen. For more detailed information on our accessibility policies, plans, and training programs, please contact the HR department.

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