

Toronto Cricket Skating and Curling Club  
**Integrated Accessibility Multi-Year Accessibility Plan**

**Intent**

This 2014 to 2021 accessibility plan outlines the policies and actions planned that the Toronto Cricket Skating & Curling Club (“the Club”) will put in place to remove barriers and improve opportunities for people with disabilities in accordance with the requirements communicated under the [Integrated Accessibility Standards \(IASR\), Ontario Regulation 191/11](#).

**Statement of Commitment**

The Toronto Cricket Skating and Curling Club believes in equal opportunity and is committed to providing a barrier-free environment that allows all people to maintain their independence and dignity. As an organization, we respect and uphold the requirements set forth under the Accessibility for Ontarians with Disabilities Act (2005) and strive to meet the needs of any individual with disabilities in a timely and effective manner.

General Requirements		
Requirement	Planned Action	Legislative Compliance Date
Accessibility Policy	<p>The Club will develop, implement and maintain policies governing how we achieve or will achieve accessibility through meeting the requirements in the IASR.</p> <p>The policy will be publicly available on the Club’s member website, on the Club’s public website, on the premises and we will provide the policy in alternative formats upon request made by employees, contractors, vendors members and guests.</p>	January 1, 2014
Multi-Year Accessibility Plan	<p>The Club will implement, maintain and document a multi-year accessibility plan outlining a strategy to prevent and remove barriers.</p> <p>The policy will be publicly available on the Club’s member website, on the Club’s public website, on the premises and we will provide the policy in alternative formats upon request.</p>	January 1, 2014
Self-Serve Kiosks	The Club will make every reasonable effort to incorporate accessibility features when designing, procuring or acquiring	January 1, 2014

	self-serve kiosks. The Club currently doesn't have any self-serve kiosks.	
Training	<p>The Club will provide training on the requirements on the Integrated Accessibility Standards Regulation and on the Human Rights Code as it pertains to persons with disabilities to the following:</p> <ul style="list-style-type: none"> <li>• All employees and volunteers;</li> <li>• All persons who participate in developing the organization's policies; and</li> <li>• All other persons who provide goods, services or facilities on behalf of the organization (e.g. contractors)</li> </ul> <p>The Club will maintain a record of training that identifies the name of all employees trained and the date of completion by obtaining copy of certification. Re-training will happen on an annual basis or occur when there are changes to the accessibility policy.</p>	January 1, 2014

Information and Communication Standard		
Requirement	Planned Action	AODA Compliance Date
Feedback	<p>The Club will modify its current feedback process or put in place a process for receiving and responding to feedback from the public, members, guests, and employees. The Club will provide or arrange for the provision of accessible formats and communication supports, upon request, and in a timely manner.</p>	January 1, 2015
Accessible Formats and Communication Supports	<p>The Club shall, upon request, provide or arrange for the provision of accessible formats and communications supports for persons with disabilities:</p> <ul style="list-style-type: none"> <li>• In a timely manner that considers the person's accessibility needs due to disability; and</li> <li>• At a cost that is no more than the regular cost charged to other persons</li> </ul> <p>The Club will consult with the person making the request.</p>	January 1, 2016

Emergency Procedures, Plans or Public Safety Information	<p>The Club in cooperation with the Joint Health and Safety Committee (JHSC) will assess our emergency procedures for barriers to persons with disabilities during an emergency.</p> <p>Procedures will be updated to make sure their needs can be met during an emergency.</p> <p>In addition, our emergency procedures can be provided upon request.</p>	January 1, 2012
Accessible Websites and Web Content	The Club in cooperation with our Digital Communication Coordinator will make our websites and web content conform with the Web Content Accessibility Guidelines (WCAG) 2.0, at Level A and WCAG 2.0, at Level AA	January 1, 2014

<b>Employment Standards</b>		
<b>Requirement</b>	<b>Planned Action</b>	<b>AODA Compliance Date</b>
Recruitment, Assessment or Selection Process	<p>The Club will communicate to its employees and the public about the availability of accommodation for applicants with disabilities in any stage of the recruitment process.</p> <p>In addition, we will notify applicants selected in the hiring process that accommodations are available upon request and consult with the applicant regarding necessary accommodations.</p>	January 1, 2016
Documented Individual Accommodation Plans	<p>The Club will develop and have in place a written process for the development of documented individual employees upon request, which will include the following elements:</p> <ul style="list-style-type: none"> <li>• Employee participation in the developments of the individual accommodation plan</li> <li>• How the employee is assessed on an individual basis</li> <li>• How the employer can request an evaluation from a third party, at the employer's expense, to assist in the accommodation</li> <li>• How the employee can request the participation of a representative from their workplace in the development</li> </ul>	January 1, 2016

	<p>of the accommodation plan</p> <ul style="list-style-type: none"> <li>• The steps taken to protect the privacy of the employee's personal information</li> <li>• The frequency with which the individual accommodation plan will be reviewed and updated and the way it will be done</li> <li>• If an individual accommodation plan is denied, the manner in which the reasons for the denial will be provided to the employee</li> <li>• The means of providing the individual accommodation plan in a format that considers the employee's accessibility needs due to disability</li> </ul>	
Return to Work Process	<p>The Club will develop and have in place a return to work process that will:</p> <ul style="list-style-type: none"> <li>• Outline the steps the employer will take to facilitate the return to work of employees who were absent because their disability required them to be away from work; and</li> <li>• Use documented individual accommodation plans</li> </ul>	January 1, 2016
Performance Management Career Development, Advancement and Redeployment	<p>The Club will take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when using its performance management process</p>	January 1, 2016

If you have any questions or concerns about this policy or its related procedures please contact the Chief Privacy Officer in the following ways:

**Email:** [ltymchyk@torontocricketclub.com](mailto:ltymchyk@torontocricketclub.com)

**Phone:** 416.487.4581

**In writing to the attention to:**

Chief Privacy Officer  
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