

Multi Year Accessibility Plan - 2011- 2023

Jems Coating has implemented this Accessibility plan in accordance with the requirements of the Accessibility for Ontarioans with Disabilities Act and Regulation 191/11 Integrated Accessability Standard ("IASR"). The Multi-Year Accessibility plan sets out Jems Coatings Strategy for preventing and removing accessability barriers and meeting the requirements of the IASR over the next few years.

Date required	Customer Service Standard	Responsible	Action Plan	Status			
				In Progress	Ongoing	Complete	Not Applicable
01-01-2012	Provide Accessable Customer service		Create policies and a multi-year accessibility plan to help you achieve your accessibility goals			Complete	
			Keep a written record of the training			Complete	
			Welcome service animals and support persons			Complete	
			Create accessible ways for people to provide feedback			Complete	
			Put an accessibility policy in place so your employees, volunteers and customers can know what to expect			Complete	
		Provide accessible emergancy and public safety imformation		When asked, provide publicly available emergency information, like evacuation plans or brochures, in an accessible format.		Ongoing	
		Provide accessible emergency information to staff		When necessary, provide accessible and customized emergency information. You should provide this information as soon as an employee asks for it or when you become aware an employee may need accommodation in an emergency.		Ongoing	

01-01-2014	Create accessibility policy and Multi year plan		Create policies and a multi-year accessibility plan to help you achieve your accessibility goals			Complete	
			Tell your employees and customers about your policies		Ongoing		
			Post the multi-year plan on your website in an accessible format			Complete	
	Consider accessibility when purchasing or designing self-service kiosks		This includes interactive electronic terminals that people use to pay parking fees, validate tickets, buy groceries and renew licences.		Ongoing		
	Make websites accessible		This includes only new websites and old websites you significantly update and new web content you create.		Ongoing		
12-31-2014	File an Accessibility Compliance Report					Complete	
01-01-2015	Train your staff on Ontarios accessibility laws		Train all your employees and volunteers on the accessibility requirements that apply to their job duties and your organization.		Ongoing		
	Make it easy for people with disabilities to provide feedback		This includes surveys or comment cards		Ongoing		

01-01-2016	Make your public information accessible when asked		Work with the person to figure out how to meet their needs as soon as possible.		Ongoing		
	Make your employment practices accessible		Make how you hire, retain and provide career development opportunities accessible			Complete	
			Document your processes for developing individual accommodation plan and return-to-work plans			Complete	
	Make public spaces accessible (new or redeveloped)		Public outdoor paths of travel		Ongoing		
			Parking lots		Ongoing		
			Service counters		Ongoing		
			Waiting areas with fixed seating		Ongoing		
12-31-2017	File an Accessibility Compliance Report				Complete		
01-01-2021	Make all websites and web content accessible			Ongoing			
06-30-2021	File an Accessibility Compliance Report						
12-31-2023	File an Accessibility Compliance Report						