



Accessibility Plan

2017 - 2022

This 2017 – 2021 Accessibility Plan outlines the steps that CGC Inc. will take to improve opportunities for people with disabilities.

Statement of Commitment

CGC Inc. is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of people with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

Accessibility Emergency Information

CGC Inc. is committed to providing customers and clients with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities with individualized emergency response information when necessary.

Public Spaces

CGC Inc. will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces. Public spaces include accessible off street parking, lobbies and waiting areas.

Training

CGC Inc. will provide training to employees on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of employees. All applicable personnel will receive refresher training no later than December 31, 2017. Applicable new employees will be assigned training, in accordance with the Act, during the first thirty (30) days of their new employee onboarding.

Employment

CGC Inc. is committed to fair and accessible employment practices. CGC Inc. accommodates people with disabilities during the recruitment and assessment processes and when people are hired.



Effective October 1, 2017, the following statement will be part of all CGC, Inc external job postings and will be listed on the Careers Section of CGC, Inc's public website.

CGC Inc. is an equal opportunity employer committed to promoting diversity of thought, ideas, perspective and people. We create an inclusive environment that attracts, retains and values people of all backgrounds by treating all people in a way that allows them to maintain their dignity and independence through inclusion, integration and equal opportunity. We are committed to meeting the needs of those who interact with CGC, Inc. in accordance with Federal and provincial laws. Information regarding applicant accessibility may be found on the Accessibility section of our website.

CGC Inc. has a process for developing individual accommodation plans and return-to-work practices for employees that have been absent due to a disability. Additionally, CGC Inc. will ensure the accessibility needs of employees with disabilities are taken into account in the use of CGC Inc.'s performance management and career development processes.

Communication

CGC Inc. is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their communication needs.

CGC Inc. invites feedback by mail, email and telephone and will ensure that these feedback processes are accessible to people with disabilities upon request. Additionally, all publicly available information will be made accessible to people with disabilities upon request.

CGC Inc. will ensure that all new websites and content on those sites conform to WCAG 2.0, Level A standards. Further, CGC Inc. will ensure that all websites and content on those sites conform to WCAG 2.0, Level AA by January 1, 2021.

For more information on this accessibility plan, please contact:

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