Bartlett Lodge

ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT, 2005

INTEGRATED ACCESSIBILITY STANDARDS

Multi Year Plan for 2014-2021

The 2014-2021 accessibility plan outlines the policies and actions that Bartlett Lodge will put into place to improve opportunities for people with disabilities.

Statement of Commitment

Bartlett Lodge 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.

General Requirements (Accessibility Policies and Plans)

Commitment	Action	Status	Compliance Date
Every obligated organization shall develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements under the accessibility standards referred to in this regulation	Established an IAS Policy	Complete	Jan. 1, 2014
Large organizations shall, a) Establish, implement,, maintain and document a multi-year accessibility plan, which outlines the organization's strategy to prevent and remove barriers and meet its requirements under this regulation: b) Post the accessibility plan on their website, if any, and provide the plan in an accessible format upon request; and c) Review and update the accessibility plan at least every 5 years	Employee trained on IAS and accessibility plan requirements The Lodge's Accessibility Policy and Multi Year plan are posted on the Bartlett Lodge website The Plan compliance dates and policies will be reviewed on an annual basis	Complete	Jan. 1, 2014

Accessible Emergency Information

Commitment	Action	Status	Compliance Date
Bartlett Lodge is committed to providing campers and staff with emergency information in an accessible way upon request. We will also provide employees with disabilities with individualized emergency response	Lodge staff are trained on our emergency procedures and plans. Currently they are not made available to the public. Staff with disabilities will consult Health Care Professionals on site to establish an individualized emergency response	Complete	Jan 1,2015

Training

Commitment	Action	Status	Compliance Date
Bartlett Lodge will provide training to staff members 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 our Staff	Bartlett Lodge currently trains all new staff in the AODA customer service standard and will update training to include and new Ontario accessibility laws and the Human rights Code	Ongoing	Jan. 1, 2015

Kiosks

Commitment	Action	Status	Compliance Date
Bartlett Lodge will consider the needs of people with disabilities when designing, procuring or acquiring self-service kiosks	At the present time Bartlett Lodge does not use Kiosks. Future procurement processes will consider the needs of people with disabilities	Complete	Jan. 1, 2014

Information and Communication & Feedback

Commitment	Action	Status	Compliance Date
Bartlett Lodge is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communication needs. • We are committed to making all new websites and content on those sites conform to WCAG	Bartlett Lodge will work with our Web Content stakeholder to ensure that new websites and the content will conform to WCAG 2.0, Level A	Complete	Jan 1,2014

2.0, Level A • Bartlett Lodge will ensure existing feedback processes are accessible to people with disabilities upon request • Bartlett Lodge will ensure that any public information is made accessible upon request • Bartlett Lodge will ensure that all websites and content conform to WCAG 2.0, Level AA	Bartlett Lodge will assess through consultation with all guests to ensure that feedback processes meet the needs of our guests. Presently both verbal and written feedback processes are in place. Guests may write in the guest book, on trip advisor, guests cards or speak with the manager/owner directly Bartlett Lodge will consult with all guests and staff to ensure that any public information is made in accessible formats upon request Bartlett Lodge will develop a roadmap in consultation with web master to ensure compliance	Complete In progress In progress	Jan 1, 2015 Jan 1, 2016 Jan 1, 2021

Employment

Commitment	Action	Status	Compliance Date
Bartlett Lodge is committed to fair and accessible employment practices • We will take the steps to notify the public and staff, when requested, Bartlett Lodge will accommodate people with disabilities during the recruitment and assessment processes and once people are hired • Bartlett Lodge will take steps to put into place as process for developing individual accommodation plans and return to work policies for employees that have been absent from work due to a disability • We will take the following steps to ensure the		In progress In progress In progress	Jan 1, 2016 Jan 1,2016 Jan1, 2016

accessibility needs of employees with disabilities needs are taken into account if we are using performance reviews and re hiring			

For more information:

For more information on this accessibility plan and for accessible formats of this document please contact Bartlett Lodge at:

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