



Avwind International Inc. Accessibility Policy

Intent

Avwind International Inc. is committed to providing a barrier-free environment for all stakeholders, including clients, employees, job applicants, suppliers, and any visitors who enter the premises, work for the company, access information provided by the company, or use the company's goods and services.

Avwind International Inc. works to identify and remove barriers and prevent new barriers for persons with disabilities as they relate to employment, receipt of goods and services, the built environment, and information and communications. The company acts so that dignity and inclusion can be experienced by all.

Avwind International Inc. is committed to meeting its current and ongoing obligations under the Ontario Human Rights Code respecting non-discrimination.

We also understand that obligations under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and its accessibility standards do not substitute or limit its obligations under the Ontario Human Rights Code or obligations to people with disabilities under any other law.

Procedures

Multi-Year Accessibility Plan

Our Multi-Year Accessibility Plan outlines our strategies for preventing and removing barriers and meeting our requirements under the AODA regulations. The plan is posted on our website and we will provide in an accessible format upon request. The plan will be reviewed and updated at least every 5 years.

Training:

We ensure that training is provided as required to all employees and volunteers, and all persons who participate in developing corporate policies, on the requirements of the accessibility standards referred to in the Regulation and in respect of the Ontario Human Rights Code as it pertains to persons with disabilities. Training will be provided as soon as practicable. If any changes are made to this Policy or the requirements, training will be provided to include those changes. Training topics will include:

- An overview of the AODA and the requirements of the customer service standards set out in the AODA regulations.
- Instruction on how to interact and communicate with people with disabilities.
- Instruction on how to interact with people with disabilities who use assistive devices or require the assistance of a service animal or a support person.
- Instruction on how use equipment or devices available on-site (if any) or otherwise, that may help with providing services to clients with disabilities; and,
- Instruction on what to do if a person with a disability is having difficulty accessing our goods and services.



Information and communications

Feedback process:

Avwind International Inc. acknowledges that customer and employee feedback can lead to improved service, increased clientele, a reduction in complaints, improved working conditions, and an improved workplace culture, especially as it applies to accessibility. The company ensures that feedback can be provided by persons with disabilities through various methods. Feedback forms, along with alternate accessible methods of providing feedback, are available upon request.

Individuals who provide formal feedback receive acknowledgement of their feedback, along with information regarding any resulting actions based on their submitted concerns or complaints.

Feedback can be submitted to:

Nilima Patel- Production Supervisor

Phone number: 905 672 9939

Mailing address: 6611 Edwards Blvd., Mississauga, ON L5T H2

E-mail address: nilima@avwind.ca

Feedback can be provided anonymously if desired, and feedback remains confidential unless the person consents to the disclosure of their personal information. Feedback is received in whatever format the individual providing the feedback is most comfortable with. The personal information of anyone who provides feedback remains confidential in accordance with all applicable privacy laws.

Information and Communications:

We will, upon request, provide or arrange for accessible formats and communication supports for persons with disabilities in accordance with the Regulation as follows:

1. In a timely manner that takes into account the person's accessibility needs due to a disability.
2. At a cost that is no more than the regular cost charged to other persons; and,
3. In consultation with the person making the request to determine suitability of an accessible format or communication support.

We will notify the public about the availability of accessible formats and communication supports.

Our website conforms to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 Level AA website requirements in accordance with Ontario's accessibility laws.

Emergency Information:

If we prepare emergency procedures, plans or public safety information and make the information available to the public, we will provide the information in an accessible format or with appropriate communication supports, as soon as practicable, upon request.



Definitions:

Accessible formats: Include but are not limited to large print, recorded audio and electronic formats, braille, and other formats usable by persons with disabilities.

Assistive device: Any medical device, mobility aid, communication aid, or other aid that is specially designed to assist a person with a disability with a need related to their disability.

Communication supports: Captioning, alternative and augmentative communication supports, plain language, sign language, and other supports that facilitate effective communications.

Constructive discrimination: Also referred to as adverse effect, is discrimination that unintentionally singles out a particular group, resulting in unequal treatment.

Conversion-ready: An electronic or digital format that facilitates conversion into an acceptable format.

Disability: Any impairment, including a physical, mental, intellectual, cognitive, learning, communication, and sensory impairment, or functional limitation that is either permanent, temporary, or episodic in nature. It can be evident or not in interaction with a barrier to hinder a person's full and equal participation in society.

Mobility aid: Any manual or electric wheelchair, scooter, boarding chair, walker, cane, crutch, prosthesis, or other aid that is specially designed to assist a person with a disability with a need related to mobility.

Service animal: An animal that can be recognized by visual indicators such as a vest or harness that is being used by an individual with a disability for reasons relating to the person's disability.

Support person: Another person who accompanies an individual with a disability in order to help with communication, mobility, personal care, medical needs, or access to goods and services.

Employment:

Avwind International Inc. makes every effort to identify, remove, and prevent barriers to employment by developing inclusive procedures that support and accommodate persons with disabilities throughout their recruitment and employment. Whenever a candidate requires accommodation to enable them to fully participate in the recruitment and selection process, or a current employee requires accommodation in the workplace, the company works with the individual to provide such accommodation up to the point of undue hardship.

Recruitment and Hiring:

Avwind International Inc. completes recruitment and selection activities in a way that ensures dignity and inclusion for all who participate. Upon request, the company provides candidates with reasonable accommodation during the interview and selection process. The company consults with the candidate to arrange suitable, personalized accommodation, such as providing the application in an alternate or accessible format.

Avwind International Inc is committed to making decisions that are unbiased and based on qualifications and experience. The company interview process focusses on experience and skills and will not discriminate against candidates who have a disability or require an accommodation, whether it is required during the interview process or would be required if the candidate were hired. Successful candidates are made aware of policies and support for accommodations upon completion of the recruitment process.



Development:

All employees are treated equally regarding training opportunities, and the company does not discriminate against employees who require accommodation when considering eligibility for training and development.

The company aligns training and development programs to meet the needs of employees with disabilities and provides training as soon as reasonably practicable upon the person being assigned to applicable duties. Training programs are designed with flexibility to allow customization for the individual requirements of the employee, such as providing training materials in accessible or conversion-ready formats that take into account the need of the employee. The company considers employee barriers when implementing performance management processes, or when offering career development, employment support, or advancement opportunities.

Emergency Response:

If necessary or upon request, Avwind International Inc. creates individualized workplace emergency response plans for employees with disabilities. The emergency response plan considers the unique challenges created by the individual's disability and the physical nature of the workplace and is created in consultation with the employee. If an employee with a disability requires assistance from a support person during an emergency, the company designates a fellow mutually agreed upon employee to act as such. Where necessary, this employee will have the required first aid training and certification necessary to provide emergency support.

Customized emergency response plans are reviewed when:

- The employee moves to a different physical location in the organization;
- The employee's overall accommodation needs or plans are reviewed; and
- The company reviews general emergency response policies.

Return to Work:

Avwind International Inc. provides a supportive return-to-work program and develops and implements return-to-work processes for employees who are absent from work due to a disability and require accommodations to return to work. The company works with the employee to develop an individualized return-to-work plan and support the employee in the transition period by identifying and eliminating or reducing any barriers. The return-to-work process outlines the steps the company will take to facilitate the employee's return to work and any individualized accommodation needs.

Redeployment:

If an employee cannot be accommodated in their current position, even with accommodations to either the job processes or hours, Avwind International Inc. will consider redeployment by placing the employee in an alternative position in the company. Depending on the employee's needs, redeployment to an alternative position may be temporary or permanent. The company will work with manager and the employee to determine whether there is another available and suitable position to accommodate the employee's needs. If the accommodation requires a substantial change in position, involving duties or hours, the position may be redesigned.



Inability to Accommodate:

Avwind International Inc. provides workplace accommodation up to the point of undue hardship. Undue hardship may occur where it is established that no forms of reasonable accommodation exist, or where the creation of accommodation would create a health and safety hazard or cause unreasonable costs for the organization.

Where necessary accommodation is found to cause undue hardship on the organization, the company will work to find a fair and equitable compromise that meets the needs of the employee and the organization to the greatest extent possible.

Customer Service

Access to Goods and Services

Avwind International Inc. seeks to provide barrier-free access to the company's goods and services for all customers. Where barriers cannot be removed, alternate means for accessing goods or services are provided to the best of the company's ability.

Communication

Avwind International Inc. understands the importance of accessible digital and non-digital forms of communication and does its best to provide accessible types of communication and information to all individuals with disabilities. We will work with the person with disabilities to determine what method of communication works for them.

Support Persons

If a customer with a disability is accompanied by a support person, Avwind International Inc. ensures that both persons may enter the premises together and that the customer is not prevented from having access to the support person.

Service Animals

A customer with a disability accompanied by a service animal may access premises that are open to the public unless otherwise excluded by law. Service animals must be in the care and control of the individual at all times.



Assistive Devices

Avwind International Inc. welcome the use of assistive devices by persons with disabilities in order to obtain, use or benefit from our goods and services.

We ensure that our staff are trained and familiar with various assistive devices we have on site or that we provide that may be used by customers with disabilities while accessing our goods, services or facilities.

Service Disruptions

Service disruptions may occur for reasons that may or may not be within the control or knowledge of Avwind International Inc. In the event of any temporary disruptions to facilities or services that customers with disabilities rely on to access or use goods or services, reasonable efforts will be made to provide advance notice.

When disruptions occur, the company will:

- Post notices in the nearest accessible entrance to the service disruption.
 - Notify employees via the emailed company newsletter
- Update the company website with information about the disruption; and
- Contact customers with reservations or appointments by any method that may be reasonable under the circumstances.

The company makes every reasonable effort to indicate when services will resume and suggest alternatives that can be used during the disruption. In some circumstances, such as in the situation of unplanned temporary disruptions or emergencies, notice may not be possible.

Building Accessibility

Avwind International Inc. works to ensure that the built environment, including building interiors and exteriors, is designed to facilitate barrier-free access to goods, services, and employment for customers and employees. If areas of the built environment are not accessible for certain individuals with disabilities, the company will work with the individual to provide an alternate means of access up to the point of undue hardship.

Notice of Availability of Documents

This Policy is available to the public and will be provided in an accessible format upon request in a timely manner and, at no additional cost.



Changes to Existing Policies:

Any policies of this organization that do not respect and promote the principles of dignity, independence, integration and equal opportunity for people with disabilities will be modified or removed.

Acknowledgement and Agreement

By signing below, I acknowledge that I have read and understand the contents of this policy. I agree to adhere to this policy and will ensure that employees working under my direction adhere to this policy. I understand that if I violate the rules set forth in this policy, I may face disciplinary action up to and including termination of employment.

Name: _____

Signature: _____

Date: _____

Witness: _____