

Accessibility Plan and Policies for Vetoquinol N.-A. Inc.

Under the Accessibility for Ontarians with Disabilities Act, 2005 all public and private sector organizations must meet the requirements of accessibility standards established by regulation. This 2014 – 2021 accessibility plan outlines the policies and actions that Vetoquinol N.-A. Inc. will put in place to improve opportunities for people with disabilities.

Statement of Commitment

Vetoquinol N.-A. 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.

Accessible Emergency Information

Vetoquinol is committed to providing the 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.

Training

Vetoquinol N.-A. Inc. will provide training to employees, volunteers and other 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 employees, volunteers and other staff members. If any changes are made to this policy or the requirements, training will be provided.

Vetoquinol N.-A. Inc. will take the following steps to ensure employees are provided with the training to meet Ontario's accessible laws:

- Develop a training session that will cover Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities.
- Schedule training dates for all current employees and volunteers who perform work for Vetoquinol N.-A. Inc. in Ontario.
- Ensure all new employees receive this training by incorporating this into the orientation program.
- Ensure that we maintain a record of the dates when training is provided and the number of individuals to whom it was provided.

Information and Communications

Vetoquinol N.-A. Inc. is committed to meeting the communication needs of people with disabilities.

Vetoquinol will ensure all new websites and content on those sites conform with WCAG 2.0, Level A. Existing websites and content will be made to conform with WCAG 2.0, Level AA by January 1, 2021. We will accomplish this by working with professional website designers to meet compliance standards.

Our organization has a process in place for receiving and responding to feedback and will ensure that those processes are provided in **accessible formats** and with communication supports upon request.

Vetoquinol shall provide or arrange for accessible formats and communication supports for persons with disabilities upon request in a timely manner that takes into account the persons disability.

Employment

Vetoquinol N.-A. Inc. is an equal opportunity employer, committed to fair and accessible employment practices.

Vetoquinol N.-A. Inc. will develop and implement a recruitment policy which will outline the steps that Vetoquinol N.-A. Inc. will take to accommodate persons with disabilities in the recruitment, selection and orientation processes.

Vetoquinol N.-A. Inc. has a return to work policy in place to assess and develop individual accommodation plans and return to work plans for employees that have been absent due to a disability.

We will take steps to ensure the accessibility needs of employees with disabilities are taken into account when Vetoquinol N.-A. Inc. uses performance management, career development and redeployment processes.

Vetoquinol N.-A. Inc. will strive to take necessary steps to prevent and remove other accessibility barriers identified.

Design of Public Spaces

Vetoquinol N.-A. Inc. will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces at the Belleville, Ontario location. Public spaces include:

- Outdoor paths of travel, like sidewalks, ramps, stairs, curb ramps, etc.
- Accessible parking
- Service related elements like service counters, waiting areas, etc.

Vétoquinol N.-A. Inc. will put the following procedures in place to prevent service disruptions to its accessible parts of its public spaces.

In the event of a service disruption, we will notify the public of the service disruption and alternatives available.

For More Information

For more information please contact Human Resources (343-362-0551 ext. 1298, 1-800-565-0497 or rh@vetoquinol.ca).

Accessible Formats of this document will be made available upon request.