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## **Multi-year Accessibility Plan**

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A handwritten signature in black ink, appearing to be 'DL', is positioned above a horizontal line.

President

Dec 21, 2023

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Date

*Darren Liew*

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Human Resources Manager

Dec 21, 2023

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Date

October 1, 2023

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## **Multi-year Accessibility Plan**

### **1.0 Introduction**

Tulmar Safety Systems Inc. is committed to eliminating barriers and improving accessibility for persons with disabilities in a manner that respects dignity, independence, integration, and equality of opportunity. This multi-year accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities. Tulmar Safety System Inc.'s Accessibility Policy and multi-year plan are publicly available. Accessible formats are available upon request. The Accessibility Policy and multi-year plan are reviewed and updated at least once every 5 years.

### **2.0 Definitions**

"Disability" is defined by the Ontario Human Rights Code as,

- any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device
- a condition of mental impairment or a developmental disability
- a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language
- a mental disorder, or
- an injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997 ("handicap").

### **3.0 Recent Accessibility Accomplishments**

Tulmar Safety Systems Inc. is committed to fulfilling our requirements under the Accessibility for Ontarians with Disabilities Act, 2005.

Under the IASR, the following accessibility strategies set out the requirements that are applicable to Tulmar Safety Systems Inc.,

#### **Accessible Customer Service**

Tulmar Safety Systems Inc. is committed to compliance with the accessibility standards for customer service. Members of the public are not permitted to enter the facility. To the extent that members of the public are granted access, Tulmar Safety Systems Inc. complies with the accessibility standards for customer services as provided for under the IASR.

#### **Information and Communication**

Tulmar Safety Systems Inc. has a process for receiving and responding to feedback that is available to the public and accessible for people with disabilities. Our Accessibility Policy, multi-year plan and feedback form is publicly available on our company website.

### Employment

Tulmar Safety Systems Inc. is an equal opportunity employer in all practices. Orientation for new staff and faculty incorporates a component on the diverse workplace and the support services available to address the needs of faculty or staff with identified disabilities.

We have confirmed our commitment to inclusiveness and accessibility in all stages of employment.

### Training

Tulmar Safety Systems Inc. is committed to providing training on the requirements of the accessibility standards referred to in the IASR and on the Human Rights Code. Training is provided as soon as practicable. Records of training are retained and include the dates that the training was provided. Updated training is provided on any changes to the Accessibility Policy on an ongoing basis.

## 4.0 Actions Planned for 2023-2027

Customer Service	2023	2024	2025	2026	2027
Update and continue to deliver education/training to staff regarding customer service of people with disabilities, including initial orientation upon hire.	√	√	√	√	√

Information and Communications	2023	2024	2025	2026	2027
Ensure web compliance with WCAG 2.0AA guidelines for new website construction currently in progress.		√			

Employment	2023	2024	2025	2026	2027
Continue to make new hires aware on orientation of our commitment to accommodating employees with disabilities.	√	√	√	√	√
Include a statement in all staff recruitment documents confirming our commitment to inclusion and accommodation of applicants with a disability.	√	√	√	√	√

Training	2023	2024	2025	2026	2027
Continue to provide training on the IASR and the Human Rights Code to all employees and update training as required.	√	√	√	√	√

Infrastructure Improvements	2023	2024	2025	2026	2027
Consider AODA in the selection and design of any new office and program spaces.	√	√	√	√	√
Create accessible parking area for visitors.	√				
Renovate an existing restroom to provide an accessible one.			√		

## 5.0 Communication of Multi-year Accessibility Plan

This plan is available on Tulmar Safety Systems Inc. website and copies can be provided upon request in accessible format.

## 6.0 Contact Information

Questions or comments about Tulmar Safety Systems Inc. accessibility plans and policy are always welcome. Should you require a copy of our documents in standard or accessible format, please contact:

**By email:**

[hr@tulmar.com](mailto:hr@tulmar.com)

**By telephone:**

Telephone: 1-613-632-1282

Toll Free: 1-800-268-5687

**In person:**

1123 Cameron Street

Hawkesbury, ON K6A 2B8









# Tulmar Multi year Accessibility Plan\_2023

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