



Policy:	Accessibility Policy
Effective Date:	Jan 2016
Date Last Reviewed:	Jan 2016
Scheduled Review Date:	Jan 2017
Supersedes:	All previous Policies and/or Statements
Approved by:	Rob Pagliari

PURPOSE:

The Employer and management of Lakeshore/Lake Erie Concrete Supply and Jay Dee Concrete Forming are committed to diversity, inclusion and accessibility for persons with disabilities.

SCOPE:

This policy describes how the Employer and management of Lakeshore/Lake Erie Concrete Supply and Jay Dee Concrete Forming works with its employees as well as how it provides its programs, goods and services in a manner that respects the dignity, independence, integration and equal opportunity of persons with disabilities.

POLICY STATEMENTS:

Assistive devices

The Employer and management of Lakeshore/Lake Erie Concrete Supply and Jay Dee Concrete Forming permits persons with disabilities to use their personal assistive devices while on the (organization)'s premises.

Communication

The Employer and management of Lakeshore/Lake Erie Concrete Supply and Jay Dee Concrete Forming is committed to communicating with persons with disabilities in ways that take into account their disability.

Service animals and support persons

The Employer and management of Lakeshore/Lake Erie Concrete Supply and Jay Dee Concrete Forming welcomes onto its premises service animals and support persons upon whom persons with disabilities rely. The (organization) will advise the parties as soon as possible about any costs they will incur associated with having the support person.

Notice of temporary disruption

The Employer and management of Lakeshore/Lake Erie Concrete Supply and Jay Dee Concrete Forming will notify persons with disabilities promptly in the event of a planned or unexpected disruption to services or facilities. This notice will be provided in accessible formats and posted in public areas.

Training of employees

The Employer and management of Lakeshore/Lake Erie Concrete Supply and Jay Dee Concrete Forming will provide training to all of its employees and volunteers regarding the provisions and ways to ensure accessible programs, goods, services and workplace.

Training will occur on an ongoing basis and whenever changes are made to relevant policies, practices and procedures.

PROCEDURE:

To request accommodation or assistance for any program, good or service, contact Lakeshore/Lake Erie Concrete Supply and Jay Dee Concrete Forming by phone or email.

Feedback process

The Employer and management of Lakeshore/Lake Erie Concrete Supply and Jay Dee Concrete Forming encourages feedback regarding how it provides programs, goods and services to persons with disabilities. This can be provided via the following methods:

- E-mail: robp.lecs@icloud.com
- Mail: 706 Mersea Road 5, Leamington On, N8H 3V6
- Phone: 519-326-7065
- Fax: 519-326-0543

Modifications to this or other policies

The (organization) is committed to ensuring that its policies, practices and procedures are consistent with and promote the core principles of dignity, independence, integration and equal opportunity. Any (organization) policy that does not respect and promote the dignity and independence of persons with disabilities will be modified or removed.