



Accessibility Statement and Multi-Year Accessibility Plan

CAAT Pension Plan is committed to providing services in a way that respects the dignity and independence of people with disabilities.

The Plan ensures that employees and stakeholders receive equitable treatment with respect to employment practices and services, without discrimination.

Commitment

Since 2013, the CAAT Pension Plan (“the Plan”) has complied with the Accessibility Standard for Customer Service under AODA.

The Plan is committed to providing its services in a way that respects the dignity and independence of persons with disabilities. The Plan is further committed to ensuring that every Plan employee and stakeholder receives equitable treatment with respect to employment and services, without discrimination, and receives accommodation in a timely manner where required, in accordance with the provisions of the Ontario Human Rights Code and the AODA and its regulations.

The Plan’s Multi-Year Accessibility Plan outlines the Plan’s strategies and key dates to meet the requirements under AODA and its regulations.

Introduction

Under the Accessibility for Ontarians with Disabilities (AODA) Act, 2005, and specifically Regulation 191/11 Integrated Accessibility Standards Regulation (the “Regulation”), the CAAT Pension Plan is required to develop a multi-year accessibility plan outlining its strategy to prevent and remove barriers, and to meet requirements under the Regulation.

This Multi-year Accessibility Plan will assist the Plan going forward in coordinating its efforts in meeting the needs of persons with disabilities. The CAAT Pension Plan is committed to the principles of independence, dignity, integration and equality of opportunity described in the AODA.

The Plan's Multi-year Accessibility Plan outlines a phased-in strategy to prevent and remove barriers and addresses the current and future requirements of the AODA and is posted on the Plan's website.

As of January 1, 2014, the Plan has developed, implemented and maintains policies governing how the Plan provides or will continue to provide accessibility and meet its requirements under the Regulation. To that end the Plan has developed this Statement of CAAT Pension Plan's Commitment to meet the accessibility needs of persons with disabilities in a timely manner and has implemented and maintains this Multi-year Accessibility Plan, which outlines the Plan's strategy to prevent and remove barriers and meet its requirements under this Regulation.

As of April 2020, the Plan has reviewed and updated the Statement of Organizational Commitment and the Multi-year Accessibility Plan. The Plan will continue reviews at least once every three years, make them publicly available on its website, and will provide them in an accessible format upon request.

Details

Accessible websites and web content

As of 2014, the Plan's website and its content conform to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0, Level A.

By January 1, 2021, the Plan's internet websites and web content will conform to WCAG 2.0 Level AA except where impracticable.

Training

As of January 2015, the Plan met the training requirements of the accessibility standards referred to in this Regulation and on the requirements of the Human Rights Code as it pertains to persons with disabilities to all employees including those who participate in developing the Plan's policies and to all other persons who provide services on behalf of the Plan. Ongoing training is built into the onboarding of all new hires and includes all relevant persons. In addition, the Plan currently keeps a record of the training provided including the training dates and the number of individuals trained.

The Plan will also provide training of any changes to the policies on an ongoing basis.

Accessible formats and communication supports

As of 2013, the Plan can, upon request, provide or arrange for the provision of accessible formats and communication supports for persons with disabilities in a timely manner that takes into account the person's accessibility needs due to disability and the Plan will consult with the person making the request in determining the suitability of an accessible format or support.

The Plan currently notifies the public, through its website, about the availability of accessible formats and communication supports. This information is located at <https://www.caatpension.on.ca/en/about-us/accessibility>.

Documented individual accommodation plans for employees

As of January 1, 2016, the Plan has a written Process for the Development of Documented Individual Accommodation Plans for employees with disabilities in place where the Plan consults with the employee to provide or arrange for the provision of suitable accessible formats and communication supports for information that is needed in order to perform the employee's job and information that is generally available to employees in the workplace.

The plan has ensured full compliance with the regulation which includes informing employees of the supports that are in place.

Recruitment process

As of January 1, 2016, the Plan notifies its employees and the public, in internal and external communications, about the availability of accommodation for applicants with disabilities in its recruitment processes. This includes statements for accommodation supports on all job postings, notifying job applicants, when they are individually selected to participate in an assessment or selection process, that accommodations are available upon request in relation to the materials or processes to be used. When making offers of employment, the Plan notifies the successful applicant of its policies for accommodating employees with disabilities.

In addition, new hires attend AODA mandatory training in their first week of employment to ensure awareness of employee rights and responsibilities and organizational commitments under the Act.

Applicants requesting accommodation will be consulted about their needs and appropriate accommodation will be provided.

Informing employees

As of January 1, 2016, the Plan informed its employees of its policies, or changes to its policies, used to support its employees with disabilities, including job accommodations policies and the Plan provides the information required during new employee's first week of employment.

Return to work process

The Plan has a Return to Work Process for its employees who have been absent from work due to a disability and require disability-related accommodations in order to return to work. The return to work process outlines the steps the Plan will take to facilitate the return to work and includes documented individual accommodation plans as part of the process.

Performance management, career development and advancement

As of January 1, 2016, the Plan takes into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when using its performance management process in respect of employees with disabilities or when providing career development and advancement to employees.

History

This Multi-year Accessibility Plan will be reviewed and updated as needed at least once every three years. The next revision is planned for 2023.

This Multi-year Accessibility Plan has been approved by:

Julie Girdi

Vice President, People & Strategy Development

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