



# GarDel Metal Products Inc.

## **Accessibility Plan and Policies for Gardel Metal Products Incorporated (“Gardel”)**

This 2021 accessibility plan outlines the policies and actions that GarDel has or will put in place to improve opportunities for people with disabilities.

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### **Statement of Commitment**

GarDel 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 (“AODA”).

### **Accessible Emergency Information**

GarDel 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**

GarDel 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.

GarDel will take the necessary steps to ensure employees are provided with the training needed to comply with the AODA.

### **Information and Communications**

GarDel is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communication needs.

GarDel will take the necessary steps to make all new websites and content on those sites conform with the requirements of the AODA. Our website is currently compliant with WCAG 2.0, Level AA.



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GarDel will take the necessary steps to make ensure existing feedback processes are accessible to people with disabilities upon request in accordance with the AODA.

GarDel will take the necessary steps to make sure all publicly available information is made accessible upon request in accordance with the AODA.

## **Employment**

GarDel is committed to fair and accessible employment practices and will take the necessary steps to notify the public and staff that, when requested, GarDel will accommodate people with disabilities during the recruitment and assessment processes and when people are hired.

GarDel will take the necessary steps to develop and put in place a process for developing individual accommodation plans and return-to-work policies for employees that have been absent due to a disability in accordance with the AODA.

GarDel will take the necessary steps to ensure the accessibility needs of employees with disabilities are taken into account if is using performance management, career development and redeployment processes in accordance with the AODA.

GarDel will take the necessary steps to prevent and remove other accessibility barriers identified in accordance with the AODA.

## **For More Information**

For more information on this accessibility plan, please contact:

Phone: 905-881-7992 x224 or 236

Email: [accessibility@gardel.on.ca](mailto:accessibility@gardel.on.ca)

Accessible formats of this document will be made available free upon request.