

Accessibility for Ontarians with Disabilities Act (AODA) - Employment Standard Policy

Integrated Accessibility Standards Regulation (IASR)

What is the Employment Standard?

Employment is one of five standards within the Accessibility for Ontarians with Disabilities Act's (AODA) Integrated Accessibility Standards Regulation (IASR).

AODA Standards are reviewed individually every five years.

Purpose:

Greenstone Meats has developed, and made available upon request, this policy and a multi-year accessibility plan which outlines the actions we will put in place to improve opportunities for people with disabilities.

Recruitment:

Greenstone Meats will post information about the availability of accommodation for applicants with disabilities in its recruitment process. Upon request, Greenstone Meats will consult with any applicant who requests an accommodation in a manner that takes into account the applicant's disability.

Notice to Successful Applicants:

Greenstone Meats will provide this information to new employees after they begin their employment and provide updated information to all employees whenever there is a change to existing policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability.

Informing Employees of Supports

Greenstone Meats will continue to inform its employees of its policies (and any updates to those policies) used to support employees with disabilities, including the policies on Return to Work. Successful applicants will be notified about Greenstone Meats' policies for accommodating employees with disabilities as part of their offer of employment.

Accessible Formats and Communication Supports for Employees

Upon the request of an employee with a disability, Greenstone Meats will consult with the employee to provide, or arrange for the provision of, accessible formats and communication supports for information that is needed to perform his or her job, and information that is generally available to other employees. In determining the suitability of an accessible format or communication support, Greenstone Meats will consult with the employee making the request.

Workplace Emergency Response Procedures

Greenstone Meats will provide individualized workplace emergency response information to employees with disabilities where the disability is such that an individualized approach is necessary, and Greenstone Meats is aware of the need for accommodation.

On an ongoing and regular basis, and as per the applicable terms of the IASR, Greenstone Meats will review and assess general workplace emergency response procedures and individualized emergency plans to ensure accessibility issues are addressed.

Documented Individual Accommodation Plans

Greenstone Meats will maintain a written process for the development of documented individual accommodation plans for employees with disabilities where required. If requested, information regarding accessible formats and communication supports will also be included in individual accommodation plans.

Return to Work Process

Greenstone Meats maintains a documented return-to-work process for its employees who have been absent from work due to a disability and who require disability-related accommodations in order to return to work.

Performance Management

Greenstone Meats will take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, in its performance management of such individuals.

Career Development & Advancement

Greenstone Meats will take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when providing career development and advancement to such individuals.

Redeployment

Greenstone Meats will take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when redeploying such individuals.

This policy and its related procedures will be reviewed as required in the event of legislative changes.