Toronto Star Newspapers Limited - Multi-Year Accessibility Plan   **Update: June 2021**

Deadline: January 1, 2014

Legislative Requirement	Responsibility	Status
General Requirements Accessibility Policies: Develop accessibility policies outlining how Toronto Star will implement legislation to its customers as well as to its employees. Available to the public.	Human Resources	Complete
General Requirements Create Statement of Commitment: Make it available to the public.	Human Resources/ Accessibility officer	Complete
General Requirements Multi-year Accessibility Plan: Create and post online.	Human Resources/IT	Complete
Information & Communication Standard Accessible Websites and Web Content: Websites that go through a new look and feel to their site, or update any major changes to content (after Jan 1, 2012), must be compliant with WCAG 2.0 A	Information Technology	Complete

Deadline: January 1, 2015

Legislative Requirement	Responsibility	Status
General Requirement Training: Provide training on IASR requirements and the Human Rights Code as it relates to persons with disabilities to employees, volunteers (paid and unpaid), leaders and anyone who provides goods and services on Toronto Star's behalf. Keep a record of trained recipients.	Human Resources/ Accessibility Officer	Complete
Information & Communication Standard Make Feedback Accessible**:** When asked, Toronto Star must be able to receive and respond to feedback from customers, employees and the public who have a disability.	Accessibility Officer/ Human Resources	Complete

Legislative Requirement	Responsibility	Status
Information & Communication Standard Accessible Formats & Communication Supports: Make information accessible to the public and provide information in accessible format when requested. Let the public know this information.	Accessibility Officer/ Human Resources/IT	Complete
Employment Standard Recruitment – Make Hiring Accessible: Revise recruitment protocols to inform applicants that Toronto Star will accommodate disabilities during the selection process.	Human Resources	Complete
Employment Standard Information for employees: Tell staff about policies supporting employees with disabilities:	Human Resources	Complete
Employment Standard Making Information Accessible to employees: When an employee with a disability asks for it, work with them to make workplace information accessible.	Human Resources/ Management	Complete
Employment Standard Helping Employees with Disabilities Stay Safe: Develop plans to assist employees with disabilities during an emergency, including ensuring the information is formatted so an employee with a disability can understand it.	Human Resources	Complete
Employment Standard Processes to Accommodate Employees: Develop accommodation plans for employees with disabilities. Accommodation plans are a formal way of recording and reviewing the things needed to accommodate an employee with a disability.	Human Resources	Complete
Employment Standard Help Employees with Disabilities Return to Work: Outline the steps you will take to help your employees return to work when they have been absent because of a disability and need some form of disability-related accommodation to return to work.	Human Resources/ Management	Complete

Legislative Requirement	Responsibility	Status
Employment Standard Performance Management, Career Development and Advancement, and Redeployment Processes: Take into account the accessibility needs of employees with disabilities as well as their individual accommodation plans when administering performance management, managing career development and advancement, and where engaging in staff redeployment processes.	Human Resources	Complete

Deadline: January 1, 2017

Legislative Requirement	Responsibility	Status
Design of Public Spaces Parking New company owned parking spaces or redevelopment of existing parking spaces will be built and maintained in compliance with AODA legislation.	Executive/Facilities	On-going
Design of Public Spaces Service Counters and Waiting Areas The building of new service counters and renovation or major changes to existing service counters will be built in compliance with AODA legislation.	Executive/Facilities	On-going

Deadline: January 1, 2019

Legislative Requirement	Responsibility	Status
Review/Update Accessibility Commitment 5-year multi plan review	Accessibility Officer/ Human Resources	Complete

Deadline: January 1, 2021

Legislative Requirement	Responsibility	Status
Information & Communications Standard Accessible Websites and Web Content: All websites and its content to meet WCAG 2.0 Level AA by 2021 where possible.	Information Technology	Complete