

Integrated Accessibility Standards Regulation Policy and Procedure

Providing Goods and Services to People with Disabilities

Purpose

The Accessibility for Ontarians with Disabilities Act (AODA), Ontario Regulation191/11, entitled "Integrated Accessibility Standards Regulation" ("The Regulation"), came into force July 1, 2011. "The Regulation" establishes accessibility standards for customer service, information and communications, employment, transportation, and design of public spaces. Toronto Star Newspapers Limited ("Toronto Star") is committed to working towards being compliant with all the standards that apply to the "Toronto Star" under the AODA.

The purpose of this Policy and Procedure is to provide a framework within which accessibility plans and initiatives are to be created in order to move the organization towards the goal of improved accessibility for people with disabilities. "Toronto Star" endeavours to provide accessibility and accommodation as prescribed in the AODA.

Commitment

"Toronto Star" is committed to the principles of independence, dignity, integration and equality of opportunity described in the AODA and to meeting the needs of people with disabilities in a timely manner, through the implementation of this policy.

"Toronto Star" is committed to establishing, maintaining and implementing policies as well as associated practices and procedures in "The Regulation", specifically in the areas of customer service, information and communications, and employment, and to meet the accessibility needs of people with disabilities in a timely manner.

"Toronto Star" is committed to ongoing improvements to accessibility in its premises and facilities as required by law, as well as to the services offered to customers, employees, volunteers and members of the general public.

"Toronto Star" is committed to the establishment, implementation, maintenance and documentation of a multi-year accessibility plan which outlines the organization's strategy to prevent and remove barriers and meet its requirements under "The Regulation".

Training

"Toronto Star" is committed to the training of all employees, volunteers, persons who deal with customers and the public on behalf of "Toronto Star", and persons participating in the development and approval of "Toronto Star" policies, practices and procedures on the requirements under "The Regulation" and the Human Rights Code, as it pertains to persons with disabilities.



Responsibility

This policy applies to "Toronto Star":

- Customers
- Employees
- Volunteers
- Visitors
- Applicants for employment
- Independent Contractors and other persons who provide goods or services on behalf of "Toronto Star"
- Service Contractors and Sub-contractors

Managers, immediate supervisors and department heads are responsible for ensuring that all employees follow the guidelines set out in this Policy.

Each manager, immediate supervisor and department head is responsible to ensure all employees are trained under the Accessibility Regulations and Standards under the AODA, the Human Rights Code and all related policies, practices and procedures.

As legislation and compliance requirements are updated, appropriate ongoing training will be provided.

All employees, volunteers, contractors and subcontractors, any other person acting on behalf of "Toronto Star" and persons involved in the creation of "Toronto Star" policies are responsible for adhering to, and following the commitments set out in this policy.

CUSTOMER SERVICE STANDARD

Refer to "Toronto Star" Accessible Customer Service Policy and Procedure

INFORMATION AND COMMUNICATIONS STANDARD

Feedback

"Toronto Star" is committed to providing high quality goods and services to all of its customers. Feedback from customers and/or third parties is welcomed as it may identify areas that require change and encourage continuous improvement.

Feedback from a member of the public about the delivery of goods and services to persons with disabilities may be provided by telephone, in person, in writing, in electronic format or through other methods. Feedback related to issues regarding accessibility for people with disabilities should be directed to "Toronto Star" through our Accessibility Officer by phone 905.281.5650, by email, <u>accessibility@torontostar.com</u> or other appropriate methods.

If anyone wishes to be contacted about their feedback, they must provide their name and contact information.

Complaints will be addressed according to the procedure already established in "Toronto Star" complaint management process.

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Accessible Formats and Communication Supports

"Toronto Star" is committed to meeting alternative format requests in a timely fashion that responds appropriately to any situation.

"Toronto Star" will provide, or make arrangements for, accessible formats and information, and communication supports when a person with disabilities requests them.

Emergency Procedures and Plans

"Toronto Star" will ensure that emergency procedures and plans or safety information meet the needs of persons with disabilities and will provide this information in an accessible format or with communications supports, on request.

Accessible Websites and Web Content

"Toronto Star" will conform to the World Wide Web Consortium's Web Content Accessibility Guidelines as outlined in "The Regulation" (WCAG) 2.0 Level AA as outlined in the Information and Communications Standard.

ACCESSIBILITY EMPLOYMENT STANDARDS

Recruitment, Assessment and Selection Process

"Toronto Star" is committed to ensuring that people with disabilities have the same opportunity of access to employment opportunities as all prospective employees and employees. The company will ensure that in its recruitment practices the public is made aware that it will provide accommodation for applicants with disabilities in its recruitment, assessment and selection processes.

When "Toronto Star" selects job applicants during a job selection process, we will make applicants aware that, upon request, they have access to accommodation in relation to materials and processes that will be used for applicant selection and that take into account their accessibility needs due to a disability.

When "Toronto Star" makes an offer of employment, we will notify the successful applicant of our policy of accommodating employees with disabilities.

Accessible Formats and Communication Supports for Employees

Where an employee with a disability so requests, "Toronto Star" will consult with the employee to provide or arrange for accessible formats and communication supports, in relation to information that is generally available to employees and that the employee needs to perform their job.

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Workplace Emergency Response Information

"Toronto Star" will ensure that individualized workplace emergency response information is provided to employees who have a disability, provided that the disability is such that individualized information is necessary and "Toronto Star" have been made aware of the need for accommodation due to disability. "Toronto Star" will provide the necessary information as soon as is practicable after becoming aware of the need for accommodation.

If an employee who receives individualized workplace emergency response information requires assistance, "Toronto Star" will, with the consent of the employee, provide such information to the person designated to provide assistance to the employee.

"Toronto Star" will review individualized workplace emergency response information when:

- a) The employee moves to a different location in "Toronto Star".
- b) The employee's accommodation needs or plans are reviewed.
- c) When the site where the employee is working reviews its general emergency response procedures.

Individual Accommodation Plans

"Toronto Star" will have a process in place for the development of individual accommodation plans for employees with disabilities. The process will address:

- How an employee requesting the accommodation can participate in the process.
- The means by which the employee is assessed on an individual basis.
- How the company can request an evaluation by a medical or other expert in determining if and how accommodation can be achieved.
- How the employee can be represented.
- Steps taken to protect the privacy of personal information.
- The frequency with which the accommodation plan will be reviewed and updated.
- How the reasons for denying an individual accommodation plan will be provided to an employee if the accommodation is denied.
- How "Toronto Star" will ensure that the individual accommodation plan is provided in a format that takes into account the employee's accessibility needs due to the disability.

Return to Work Process

"Toronto Star" will follow its established Early and Safe Return to Work Procedure.

Performance Management Process

In administering performance management processes with respect to employees with disabilities, "Toronto Star" will take into account the accessibility needs of employees with disabilities as well as individual accommodation plans.



Career Development and Advancement

"Toronto Star" will take into account the accessibility needs of employees with disabilities as well as individual accommodation plans.

Redeployment

"Toronto Star" will take into account the accessibility needs of employees with disabilities as well as individual accommodation plans during the redeployment process.

DESIGN OF PUBLIC SPACES STANDARD

Parking

The building of new company owned parking spaces and redevelopment of any existing parking spaces will be built and maintained as legislated.

Service Counters and Waiting Areas

The building, redevelopment or major changes to new service counters and waiting areas will be built and maintained as legislated.

RECORD KEEPING

"Toronto Star" will maintain accurate records of training delivered to employees and make these records available for inspection as may be required.