

## Multi-Year Accessibility Plan

Barrier	Action	Compliance Date
<b>Information and Communication</b>		
Develop an Accessibility Policy	We have developed an accessibility policy posted on our internal learning platform. All new hires are directed to the policy and provided a copy through our onboarding training module.	Complete
Attitudinal Barriers	We have established a Diversity, Equity and Inclusion committee and created a dedicated section on our employee learning and communication platforms to build awareness and understanding of inclusion and diversity.	Complete
Training	We have provided training modules on our learning platform for all team members Customer Service Standard, accessibility standards including those related to employment, information and communications, employment standards Ontario Human Rights.	Complete
Training	We are working towards developing supplemental training for hospital managers in Ontario related to accommodation, return to work and AODA to H&S manager duties to ensure accessibility is reviewed in inspections.	2025
Training	We are reviewing our Health and Safety Inspection list to incorporate identifying any new barriers or new opportunities for increases accessibility.	2025
Feedback Process	We have incorporated feedback forms on our hospital websites.	Complete
Feedback Process	We are reviewing additional opportunities for feedback signage for the public.	2025
Accessible Formats and Communication Support	Upon request we will accommodate the individual needs as best we can and in a timely manner.	Ongoing
Accessible Websites and Web Content	The Web Content Accessibility Guidelines (WCAG) defines requirements for designers and developers to improve accessibility for people with disabilities. It defines three levels of conformance: Level A, Level AA, and Level AAA. Our websites are partially conformant with WCAG 2.1 level AA.	Complete
File a progress compliance report	Submit every 3 years.	Submitted December

		2023, next submission 2026
Review the Accessibility Plan in 5 years	Review the plan.	Reviewed November 2024 November 2029
<b>Employment</b>		
Recruitment	Our Ontario job postings state that “We are an equal opportunity employer and are committed to providing a respectful, inclusive, and diverse workplace. If accommodation is needed, please contact <a href="mailto:jobs@p3vetpartners.ca">jobs@p3vetpartners.ca</a> .” Our offers outline our commitment to a respectful workplace and inclusion.	Complete
Informing employees of supports	We have informed employees of our policies to support employees with disabilities (including job accommodation when requested) during the onboarding process through our accessibility policy.	Complete
Accessible formats and communication supports for employees related to information for job performance	We have informed employees through our accessibility policy that, when requested, we will provide or arrange for the provision of accessible formats and communication supports	Complete
Workplace emergency response information	We have informed employees through our accessibility policy that we will provide emergency procedures in a format that accommodates the needs of persons with disabilities or those assigned to assist in the workplace.	Complete
Documented individual accommodation plans	Individualized workplace emergency response information shall be provided to employees who have a disability, if the disability requires it and we are made aware of it.	Ongoing
Return to work process	Managers are directed to contact HR for accommodation needs. We maintain a return-to-work process for employees who have been absent from work due to a disability and require disability related accommodations in order to return to work.	Complete
Return to work process	We have developed accommodation plan resources for our managers.	Complete
Career development and advancement	Accessibility needs and individual accommodations are taken into consideration when providing career development and advancement to employees with disabilities.	Ongoing
Redeployment (reassignment to other	We will take into account the accessibility needs of employees with disabilities as well as individual	Ongoing

departments or jobs when a particular job or department has been eliminated).	accommodation plans, when redeploying employees with disabilities.	
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