

Multi Year Accessibility Status Update from 2019/2020

AODA Requirements	Deliverables	ACTION PLAN	Completed Date
Built Environment	Identified areas in new building that were difficult for people with physical disabilities to maneuver.	Additional automatic door openers were installed in the following areas: 2100 (Complex Care) Courtyard Washroom in ER waiting area Washroom in main corridor Public washrooms lower level cafeteria M200 fire doors Courtyard CCU Athlone door – proximity detector Additional grab bars installed in public washrooms in the following areas: Emergency, L400 2020 Updates: Accessible Information Desk in front lobby – barrier free access. Additional wheelchair parking spots with new parking lot installation at medical building. Accessible sidewalk entrance to Professional Medical building. Sidewalks to connect Athlone entrance to Receiving door and Professional Medical building.	2017 2017 2018 December 2020 December 2020 December 2020 December 2020
O. Reg. 191/11 s. 3 Establish Policies	Implement accessibility policies	Policy established and posted, provided in alternative format upon request - updated	Reviewed October 2020
Reg. 191/11 s.4 Establish multi –year accessibility Plan	Establish & implement multi-year accessibility plan, meeting requirements under the regulation. Post the plan on website. Review and update the accessibility plan at least once every five years. Review and update plans in consultation with persons with disabilities.	Create plan, involving applicable departments and Accessibility Working Group. Consult with Woodstock Hospital Accessibility Advisory Committee on plan. Post on website. Provide report in an accessible format upon request. Post annual status updates on website.	Reviewed January 1, 2018 Reviewed with External Committee April 2019 Updated on website January 2020. January 2021
Reg. 191/11 s.14 WCAG 2.0 Level A	All new Internet websites and web content must conform with WCAG 2.0 Level A (excluding live captioning and pre-recorded audio descriptions)	Establish a procedure that all new websites created cannot be published unless the WCAG 2.0 Level A requirements are met. Train web designers of the WCAG requirements.	2019

Reg. 191/11 s. 26 Accessible formats & Communication supports for employees	When requested, consult the needs and provide in accessible format: a) information needed in order to perform the employee's job b) information generally available to employees in the workplace	If requested, all duty outlines and job descriptions will be made available in appropriate formats (based on consultation). Intranet – Artery amended to reflect alternate formats available.	January 1 st 2014 2019
Reg. 191/11 s. 28 Documented individual accommodation plan	Update policy for developing documented individual accommodation plans (IAP) for employees with disabilities	Updated Occupational Health policy Updated standard interview template to include question around accommodation requirements.	Revised September 2020 December 2020
Reg. 191/11 s. 29 Early and Safe Return to Work Policy	Update & document a return to work (RTW) policy for those who have been absent from work due to a disability and require disability-related accommodations in order to return to work. RTW shall include steps employer will take to facilitate RTW, and use the individualized accommodation plans	As employees are in process of RTW, Occ. Health & HR will work with employee to create IAP and help the employee to get back to work.	Revised September 2020
Reg. 191/11 s.30 Performance Management	Take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, with using its performance management process	Add a statement within PEP (Personal Excellence Program) that managers have taken into account accessibility needs	Revised May 2019
Reg. 191/11 s. 31 Career Development and Advancement	Take into account the accessibility needs of employees with disabilities as well as any IAP's when providing career development and advancement to its employees with disabilities.	All internal job postings will state accessibility needs will be taken into consideration during selection process.	Reviewed January 2019