

Statement of Organizational Commitment

CDI College and its campuses are committed to establishing a barrier-free environment and meeting the requirements of the *Accessibility for Ontarians with Disabilities Act 2005 (AODA)* and the organizational policies that address clients' and employees' human rights and privacy.

In fulfilling its mandate, CDI College is committed to ensuring all people have equitably and barrierfree access to CDI College premises, education, education support services, programs and employment opportunities.

CDI College is committed to ensuring its hiring and employment practices are designed to meet the accessibility needs of its Employees and job applications with disabilities.

This multi-year accessibility plan will be reviewed every 5 years.

Introduction

CDI College is committed to fulfilling our requirements under the *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*. This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities.

Our plan shows how we will play our role in making Ontario an accessible province for all Ontarians. The plan is reviewed and updated at least once every 5 years.

The Campus Support accessibility policy outlines all processes we have implemented to ensure compliance with the AODA.

Section 1. Past Achievements to Remove and Prevent Barriers

- Accessibility policy was created.
- Accessibility training was developed.
- Multi-year accessibility plan was created.
- CDI College renewed its ongoing commitment to removing and preventing barriers to accessibility and meeting accessibility requirements under the AODA and Ontario's accessibility laws.



Section 2. Compliance

CDI College is committed to ensuring compliance with the AODA and Ontario's accessibility laws.

Initiatives

- The company commits to ensuring all legislative requirements are met
- Timeline: June 2023

Section 3. Strategies and Actions

Customer Service

CDI College is committed to providing accessible customer service to people with disabilities. This means that we will provide goods, services and facilities to people with disabilities with the same high quality and timeliness as others.

Initiatives

- Phase One
 - Conduct an audit of customer facing goods, services and facilities.
 - Identify opportunities for improving accessibility.
 - Establish list of improvements to be made.
 - Timeline: End of fiscal year 2024-2025
- Phase Two
 - Complete improvements.
 - Timeline: End of fiscal year 2027-2028

Information and Communications

CDI College is committed to making our information and communications accessible to people with disabilities.

Initiatives

- Phase One
 - Conduct an audit of information and communications systems.
 - Identify opportunities for improving accessibility.
 - Establish list of improvements to be made.
 - Timeline: End of fiscal year 2024-2025
- Phase Two
 - Complete improvements.
 - Timeline: End of fiscal year 2027-2028



Employment

CDI College is committed to fair and accessible employment practices.

Initiatives

- Phase One
 - Assess current recruitment and onboarding practices for accessibility.
 - Assess existing diversity, equity and inclusion policies.
 - Identify opportunities for improvement.
 - Timeline: End of fiscal year 2023-2024
- Phase Two
 - Establish list of improvements in hiring and employment practices.
 - Update diversity, equity and inclusion policies in alignment with accessibility initiatives.
 - Timeline: End of fiscal year 2024-2025
- Phase Three
 - Complete improvements.
 - Timeline: End of fiscal year 2027-2028

Training

CDI College is committed to providing training in the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities.

Initiatives

- Phase One
 - Establish a list of mandatory training on accessibility for managers and HR staff.
 - Develop and offer accessibility information sessions to raise awareness.
 - Promote the understanding of accessibility throughout the organization.
 - All Ontario based employees to complete the mandatory training
 - Timeline: End of June 2023
- Phase Two
 - Yearly audits and updates of accessibility training
 - Timeline: End of fiscal year 2023 – ongoing



Design of Public Spaces

CDI College will meet accessibility laws when building or making major changes to public spaces.

Initiatives

- Phase One
 - Audit company public spaces.
 - Identify opportunities for improvement.
 - Timeline: End of fiscal year 2023-2024
- Phase Two
 - Establish list of improvements to public spaces.
 - Publicly post accessibility interruptions.
 - Timeline: End of fiscal year 2024-2025
- Phase Three
 - Complete improvements.
 - Ensure accessible access to public spaces is uninterrupted, or if interrupted, public notice is posted.
 - Timeline: End of fiscal year 2027-2028

For More Information

For more information on this accessibility plan, please contact the human resources department.

An electronic copy of this plan is available on CSPP. Accessible formats are available upon request.

Feedback processes are available in accessible format and with communication support.

