

MULTI-YEAR ACCESSIBILITY PLAN 2023-2027

Accessibilities for Ontarians with Disabilities Act (AODA), 2005 – Ontario Regulation 191/11, Integrated Accessibility Standards

Part I: IASR General Requirements

Component	Compliance Date	Requirement	Status	Action(s)
Establishment of Accessibility Policies	By December 31, 2023	Every obligated organization shall develop, implement, and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements under the Integrated Accessibility Standards Regulation (IASR).	Complete	ECCO Electric has completed its Accessibility Policy and added it to ECCO's overall policy document.
Accessibility Plans	By December 31, 2023	Private and not-for-profit organizations with 50+ employees shall establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization's strategy to prevent and remove barriers and meet its requirements under this Regulation; post the accessibility plan on their website, if any, and provide the plan in an accessible format upon request; and review and update the accessibility plan at least once every five years.	Complete	ECCO Electric has completed its Multi-Year Accessibility Plan, has posted it to the website, and has established a review cycle.
Training	By December 31, 2023	Every obligated organization shall ensure that training is provided on the requirements of the accessibility standards referred to in the Regulation and on the Human Rights Code as it pertains to persons with disabilities to, (a) all employees, and volunteers; (b) all persons who participate in developing the organization's policies; and (c) all other persons who provide goods, services or facilities on behalf of the organization.	Complete	Training is provided to ECCO employees on Ontario's accessibility laws and aspects of the Human Rights Code that relate to persons with disabilities.
Accessibility Compliance Report	By December 31, 2023	Every obligated organization shall file an Accessibility Compliance Report by December 31, 2023.	Complete	This will be filed prior to the compliance date.
Accessibility Compliance Report	By December 31, 2024	Every obligated organization shall file an Accessibility Compliance Report by December 31, 2024.		
Accessibility Compliance Report	By December 31, 2025	Every obligated organization shall file an Accessibility Compliance Report by December 31, 2025.		
Accessibility Compliance Report	By December 31, 2026	Every obligated organization shall file an Accessibility Compliance Report by December 31, 2026.		



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Accessibility Compliance Report	By December 31, 2027	Every obligated organization shall file an Accessibility Compliance Report by December 31, 2027.		
Multi-Year Accessibility Plan Review	By December 31, 2027	Every obligated organization shall review the Multi-Year Plan at least every 5 years.		

Part II: Information and Communications Standards

Component	Compliance Date	Requirement	Status	Action(s)
Accessible Formats and Communication Supports	By December 31, 2023	Every obligated organization shall upon request provide or arrange for the provision of accessible formats and communication supports for persons with disabilities in a timely manner that takes into account the person's accessibility needs due to disability; and at a cost that is no more than the regular cost charged to other persons.	Complete	ECCO's documents are in an electronic format which will facilitate the conversion into more accessible formats, should the need arise.
Posting Requirements	By December 31, 2023	Every obligated organization shall notify the public about accessible formats & communication supports	Complete	ECCO notifies the public about the availability of accessible formats and communication supports via its policy.
Accessible Websites and Web Content	By December 31, 2023	Every obligated organization shall make any new websites and web content conform to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0.	Complete	ECCO's website and content conform to the standards of WCAG.

Part III: Employment Standards

Component	Compliance Date	Requirement	Status	Action(s)
Recruitment, Assessment and Selection	By December 31, 2023	Every employer shall notify its employees and the public about the availability of accommodation for applicants with disabilities in its recruitment processes.	Complete	A statement identifying the availability of accommodations for applicants has been updated on ECCO's job postings.
Notice to Successful Applicants	By December 31, 2023	Every employer shall, when making offers of employment, notify the successful applicant of its policies for accommodating employees with disabilities.	Complete	When making offers of employment, ECCO verbally notifies successful applicants regarding its policies for accommodating employees with disabilities.
Informing Employees of Supports	By December 31, 2023	Every employer shall inform its employees of its policies used to support its employees with disabilities, including but not limited to, policies, on the provision of job accommodations	Complete	All employees are informed of ECCO's Accessibility Policy upon the start of their employment.



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		that take into account an employee's accessibility needs due to disability.		
Accessible Formats and Communication of Supports for Employees	By December 31, 2023	Where an employee with a disability so requests it, every employer shall provide in accessible format information needed to perform the job and information, which is generally available to employees in the workplace.	Complete	ECCO will consult with employees with a disability to determine which accessible formats or communication supports are required to perform their job and will provide these as necessary.
Workplace Emergency Response Information	By December 31, 2023	Every employer shall provide individualized workplace emergency response information to employees who have a disability, if the disability is such that the individualized information is necessary, and the employer is aware of the need for accommodation due to the employee's disability.	Complete	Not applicable – no current employees with this need.
Documented Individual Accommodation Plans	By December 31, 2023	Every employer shall develop and have in place a written process for the development of documented individual accommodation plans for employees with disabilities.	Complete	ECCO has in place a written process for the development of individual accommodation plans for employees with disabilities.
Return to Work Process	By December 31, 2023	Every employer shall develop and have in place a Return to Work Process for employees who have been absent from work due to a disability and require disability related accommodations to return to work.	Complete	ECCO has in place a written process for returning to work for employees who have been absent from work due to a disability and require accommodations to return.