



## **The Métis Nation of Ontario Multi-Year Accessibility Plan**

June 2021 (next review date June 2026)

### **Introduction**

The Métis Nation of Ontario (MNO) is committed to ensuring equal access and participation for people with disabilities and is committed to treating people with disabilities in a way that allows them to maintain their dignity and independence.

The Métis Nation of Ontario believes in integration, and is committed to meeting the needs of people with disabilities in a timely manner. The Métis Nation of Ontario will do so by removing and preventing barriers to accessibility and by meeting accessibility requirements as prescribed by Ontario's accessibility laws, and other applicable legislation, including the Ontario *Human Rights Code* and the *Occupational Health and Safety Act*.

Policies and Procedures inclusive of [Policy No. 1.040: ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT \(AODA\)](#) are available publicly on the [MNO website](#).

### **Information and Communications Standard**

The provision of accessible formats and communication supports to persons with disabilities will be done in a timely manner, and upon request, taking into account the individual's accessibility needs.

All new content on the MNO Website conforms with Web Content Accessibility Guidelines ("WCAG") 2.0, Level A as of January 2021.

### **Employment Standard**

The MNO is committed to providing accessibility and communication supports within the MNO's employment practices:

- 1. Recruitment:** All job postings include an accessibility statement requesting that applicants contact Human Resources if they require assistance during the recruitment and selection process.
- 2. Testing as part of the recruitment process:** Accommodations are available to applicants undergoing testing as part of the selection process.
- 3. Interviews:** Interviewers are trained on AODA accessibility and accommodation to ensure candidates are treated appropriately during the interview process.
- 4. Employment Relationship:** Employees with disabilities are supported through training, career development and career progression.



- 5. Accommodations:** Employees requiring accommodations are supported in a collaborative and respectful manner via an accommodation plan.
- 6. Communication:** Employees, elected officials, and volunteers are trained on how to communicate with people with disabilities via annual training. All major virtual meetings will have closed captioning; smaller meetings will have the option of closed captioning upon request
- 7. Use of Service Animals:** Employees are trained in how to interact with people with disabilities who are accompanied by a service animal. Any offsite event venues will be compliant with the Metis Nation of Ontario's commitment regarding service animals.
- 8. Support Persons:** Employees are trained in how to interact with people with disabilities who are accompanied by a support person.
- 9. Workplace Emergency Response Procedures:** Office H&S Representatives and Human Resources coordinate individualized workplace emergency response information for employees who have identified they have a disability, when required.
- 10. Yearly Review of AODA Policies and Procedures:** The AODA policy and other supporting policies are reviewed annually by a Policy Working Group.

### **Other Actions**

**Facilities:** The Métis Nation of Ontario is committed to ensuring that our premises and related services are welcoming and accessible to people with disabilities. As appropriate, we are actively working towards necessary alterations to our facilities. The Facilities & Infrastructure Working Group reviews concerns and complaints regarding shared office space accessibility.

**Notice of Temporary Disruption:** The Métis Nation of Ontario will provide notice in the event of a planned or unexpected disruption in the facilities or services usually used by people with disabilities. This notice will include information about the reason for the disruption, its anticipated duration and a description of alternative facilities or services, if available.

**Feedback:** The Métis Nation of Ontario will respond to feedback via the [Accessibility Form](#) feature on the website, via email at [humanresources@metisnation.org](mailto:humanresources@metisnation.org), or by phone at 613-798-1488.