



Intent

This January 1, 2024 to January 1, 2029 accessibility plan outlines the policies and actions that STRABAG Inc. will put in place to improve opportunities for people with disabilities in accordance with the requirements communicated under the [Integrated Accessibility Standards, Ontario Regulation 191/11](#).

Statement of Commitment

STRABAG is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of people with disabilities in a timely manner and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

Plan

General Requirements			
Accessibility Requirement:	Establishment of accessibility policies		Compliance Deadline: November 2015
Current Barriers:	<ul style="list-style-type: none"> None 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> Completed - policies has been established in 2015 and being reviewed for continuous suitability. 		
Potential Future Barriers:	<ul style="list-style-type: none"> To ensure all new hires are aware of the policy/needs to be incorporated in new hire orientation 		
Responsible Authority:	Human Resources	Results:	Completed policies has been established in 2015 and being reviewed for continuous suitability.
Accessibility Requirement:	Training on IASR and the Human Rights Code		Compliance Deadline: January 2016
Current Barriers:	<ul style="list-style-type: none"> Ensuring the applicable staff is trained on IASR and the Human Rights Code. Unionized workforce is exempt but will be notified of the policy and briefed on the contents 		

AODA – Multi-Year Accessibility Plan for the Integrated Accessibility Standards Regulation (IASR)



General Requirements			
Plan to Meet Requirements:	<ul style="list-style-type: none"> Provide on-line video training to applicable staff and incorporate into new hire orientation 		
Potential Future Barriers:	<ul style="list-style-type: none"> None 		
Responsible Authority:	Human Resources	Results:	Completed - trainings are ongoing
Accessibility Requirement:	Accessible formats and communication support	Compliance Deadline:	April 2024
Current Barriers:	<ul style="list-style-type: none"> Policies and procedures currently not available in accessible formats 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> Will develop as the need arises. 		
Potential Future Barriers:	<ul style="list-style-type: none"> None 		
Responsible Authority:	IT	Results:	Ongoing
Accessibility Requirement:	Emergency procedures, plans or public safety information	Compliance Deadline:	January 2016
Current Barriers:	<ul style="list-style-type: none"> Emergency Response Plan (AODA Compliant) is not available to the general public online. Because we are multi-location the emergency response plan is not available on our website. 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> 2016 plan was achieved and pamphlets detailing specific information related to our Emergency Response Plan (AODA Compliant), was developed and available for STRABAG Inc. Head Office and all other locations provided to visitors upon entering our premises or by their STRABAG Inc contact at the start of their meeting. 		
Potential Future Barriers:	<ul style="list-style-type: none"> None 		
Responsible Authority:	Health and Safety and P&C	Results:	Complete
Accessibility Requirement:	Educational and training resources or materials	Compliance Deadline:	January 2016
Current Barriers:	<ul style="list-style-type: none"> Educational and training materials are not created in various formats for people with disabilities as this need has not been identified within our current workforce 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> To be developed upon request 		

AODA – Multi-Year Accessibility Plan for the Integrated Accessibility Standards Regulation (IASR)



General Requirements

Potential Future Barriers:	<ul style="list-style-type: none"> None 		
Responsible Authority:	All Trainers	Results:	Ongoing - As of January 2024 not applicable.

Employment Standard

Accessibility Requirement:	Recruitment, assessment, and selection processes	Compliance Deadline:	January 2016
Current Barriers:	<ul style="list-style-type: none"> None 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> Done recruitment process includes statement regarding provision of accommodation for people with disability. 		
Potential Future Barriers:	<ul style="list-style-type: none"> None 		
Responsible Authority:	Human Resources	Results:	Ongoing
Accessibility Requirement:	Informing employees of supports	Compliance Deadline:	January 2016
Current Barriers:	<ul style="list-style-type: none"> STRABAG Inc. does not currently have an Employee Assistance Program in place. 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> Communicate/assist staff who ask or require this information, identify those individuals who may be in need of assistance but are not seeking help-alert the appropriate supervisor/manager. 		
Potential Future Barriers:	<ul style="list-style-type: none"> Resistance, unwillingness to seek external assistance, workloads/shifts do not align with availability of external services 		
Responsible Authority:	Human Resources	Results:	Ongoing
Accessibility Requirement:	Accessible formats and communication support for employees	Compliance Deadline:	January 2016
Current Barriers:	<ul style="list-style-type: none"> Our workforce was sent a survey and no barriers were identified 		
Plan to Meet Requirements:	<ul style="list-style-type: none"> This component will be revisited if a related issue arises in the future. The survey will be distributed on an annual basis and to new hires 		
Potential Future Barriers:	<ul style="list-style-type: none"> Reluctance to disclose information 		
Responsible Authority:	Human Resources	Results:	Ongoing

AODA – Multi-Year Accessibility Plan for the Integrated Accessibility Standards Regulation (IASR)



Accessibility Requirement:	Workplace emergency response information		Compliance Deadline:	November 2015
Current Barriers:	<ul style="list-style-type: none"> • None 			
Plan to Meet Requirements:	<ul style="list-style-type: none"> • Completed 			
Potential Future Barriers:	<ul style="list-style-type: none"> • Reluctance to disclose information 			
Responsible Authority:	HR and Health & Safety	Results:	Completed	
Accessibility Requirement:	Documented individual accommodation plans		Compliance Deadline:	November 2015
Current Barriers:	<ul style="list-style-type: none"> • None 			
Plan to Meet Requirements:	<ul style="list-style-type: none"> • Completed 			
Potential Future Barriers:	<ul style="list-style-type: none"> • None 			
Responsible Authority:	HR and Health & Safety	Results:	Ongoing	
Accessibility Requirement:	Return to work process		Compliance Deadline:	January 2016
Current Barriers:	<ul style="list-style-type: none"> • None 			
Plan to Meet Requirements:	<ul style="list-style-type: none"> • Completed 			
Potential Future Barriers:	<ul style="list-style-type: none"> • None 			
Responsible Authority:	HR and Health & Safety	Results:	Completed	