

Multi-year Accessibility Plan (AODA) – Ontario

Intent

This accessibility plan outlines the strategy of National Shunt Service LTD to prevent and remove barriers for people with disabilities and comply with the requirements of the *Integrated Accessibility Standards Regulation* under the *Accessibility for Ontarians with Disabilities Act, 2005*.

Statement of Commitment

National Shunt Service LTD is committed to providing an accessible environment for all stakeholders, including our clients, employees, job applicants, suppliers, and any visitors who may enter our premises, access our information, or use our services.

We strive to provide an accessible and welcoming environment for everyone by identifying and removing barriers in our workplace and ensuring that new barriers are not created. We are committed to meeting the needs of persons with disabilities in a timely and integrative manner that respects their dignity and independence to ensure persons with disabilities receive equal opportunities.

In pursuit of this endeavour, National Shunt Service LTD has established accessibility policies, procedures, equipment requirements, training, and practices. We review these policies and practices annually and as organizational changes occur.

Providing an accessible environment is a shared effort, and we are committed to working with the necessary parties to make accessibility for all a reality. For more detailed information on our accessibility policies, plans, and training programs, please contact HR@nationalshunt.com

Multi-year Accessibility Plan

This plan is in effect from December 1, 2023 – November 30, 2028

If you have any questions or concerns about this plan or its initiatives, or if you want to receive a copy of the plan in a different accessible format, please contact HR@nationalshunt.com

Completed Initiatives

National Shunt Service LTD has completed the following initiatives to prevent and remove barriers and comply with the *Integrated Accessibility Standards Regulation*:

Action Item	Status	Date
Establish a policy that governs how the organization will meet the accessibility requirements in IASR.	Completed/Ongoing	May 2019
Conformed to the World Wide Web Consortium Web Content Accessibility Guidelines 2.0 Level AA		

Online Training tool for AODA training module	Completed	September 2020
Establish an emergency plan for employee's with disabilities	completed	December 2022

New and Ongoing Initiatives

National Shunt Service LTD plans to take or is in the process of completing the following initiatives to prevent and remove barriers and comply with the *Integrated Accessibility Standards Regulation*:

Post our commitment, policy and Plan	In progress	December 2023
Review and Maintain policy annually	ongoing	annually
Review our Accessibility Plan at least once every 5 years	Ongoing	Next review by 2028
WCAG 2.0 Compliant	In Progress	May 1, 2024