



Community Living South Muskoka

AODA – Statement of Commitment to Accessibility

Policy & Procedure

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| Approved by: | Board of Directors |
| Date: | June 29, 2021 |
| Section: | Policies & Procedures |

Community Living South Muskoka (CLSM) is committed to providing a barrier-free environment for all stakeholders including our clients/customers, employees, job applicants, suppliers, and any visitors who may enter our premises, access our information, or use our services. As an organization, we respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act (2005)*, and its associated standards and regulations.

Community Living South Muskoka understands that we have a responsibility for ensuring a safe, dignified, and welcoming environment for everyone. We are committed to ensuring our organization's compliance by incorporating accessibility legislation into our policies, procedures, equipment requirements, training, and best practices. We will review these policies and practices annually, as organizational changes occur, or in anticipation of compliance deadlines. In addition, we will strive to meet the needs of individuals with disabilities in a timely and effective manner.

Providing an accessible and barrier-free environment is a shared effort, and as an organization, Community Living South Muskoka is 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 the CEO or Designate.

Policy: CLSM is committed to creating inclusive services and programs served by a diverse workforce that reflects the community. By removing barriers to services and programs and in the workplace, CLSM recognizes the strength that comes with differences and the importance of creating conditions for people to realize their full potential.

The 2021-2026 Multi Year Accessibility and Inclusion Plan (MYAIP) outlines goals and initiatives that confirm the organization's commitment to identification, removal and prevention of accessibility barriers, thereby providing an accessible and inclusive environment in which supported individuals and families, employees and visitors with disabilities can access our programs, services, facilities including information and communications, in a way that meets their individual needs. CLSM is equally committed to supporting employees through support, advice, policies, tools and resources that promote an inclusive workplace.