

Accessibility Policy

Statement of organizational commitment

King Masonry Yard Ltd. is committed to ensuring equal access and participating for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence. We believe in integration and we are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and meeting our accessibility requirements under the Accessibility for Ontarians with Disabilities Act and Ontario's accessibility laws.

Training

We are committed to training staff in Ontario's accessibility laws and aspects of Ontario Human Rights Code that relate to persons with disabilities.

We will train our employees on accessibility as it relates to their specific roles.

Information and communications

We will communicate with people with disabilities in ways that take into account his or her disability. When asked, we will provide information about our organization and its services, including public safety information, in accessible formats or with communications supports.

We will also meet internationally-recognized Web Content Accessibility Guidelines (WCAG) 2.0 Level AA website requirements in accordance with Ontario's accessibility laws.

Employment

We will notify employees, potential hires and the public that accommodations can be made during recruitment and hiring.

We will notify staff that supports are available for those with disabilities. We will put in place a process to develop individual accommodation plans for employees.

Where needed, we will also provide customized emergency information to help an employee with a disability during an emergency.

Design of public spaces

We will meet accessibility laws when building or making major changes to public spaces. Public spaces include:

- Outdoor paths of travel, like sidewalks, ramps, steps, curb ramps, rest areas and accessible pedestrian signals
- Accessible off-street parking
- Service-related elements like service counters, showrooms (indoor and outdoor), meeting spaces and waiting areas
- Restrooms and entryways

We will put procedures in place to prevent service disruptions to our accessible parts of our public spaces.

Changes to existing policies

We will modify or remove an existing policy that does not respect and promote the dignity and independence of people with disabilities.