

This 2021-2025 accessibility plan outlines the policies and actions that Right To Play will put in place to improve opportunities for people with disabilities.

Statement of Commitment

Right To Play 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.

Accessible Emergency Information

Right To Play is committed to providing the public and stakeholders with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities with individualized emergency response information when necessary.

Training

Right To Play will provide training to employees, volunteers and other consultants and fee for service providers (collectively known as team members) on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of the team members.

Right To Play will provide training to all team members who represent Right To Play. This training will be provided to team members within 6 months of their start date.

Training will include:

- An overview of the Accessibility for Ontarians with Disabilities Act, 2005 and the requirements of the customer service standard;
- Right To Play's accessible customer service plan;
- How to interact and communicate with people with various types of disabilities;
- How to interact with people with disabilities who use an assistive device or require the assistance of a service animal or a support person;
- How to use various devices that may help with providing goods or services to people with disabilities;
- What to do if a person with a disability is having difficulty in accessing Right To Play's goods and services.

Staff will also be trained when significant changes are made to Right To Play's accessibility policies.

Information and communications

Right To Play is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communication needs.

Right To Play will take the following steps to make all websites and content conform with WCAG 2.0, Level AA:

- Achieving compliance with the Web Content Accessibility Guidelines based (WCAG) commitments in the Information and Communication section of the IASR (Integrated Accessibility Standards Regulation) to ensure websites are accessible for all.
- Developing a training strategy to ensure that staff, partners and stakeholders have the knowledge, tools and technical advice to create accessible materials.

We will continue to provide to the public on our website a dedicated e-mail address where members of the public and/or team members are invited to provide feedback on Right To Play's accessibility policies, request materials in alternative formats or other requests for accommodation. This email address is accessibility@righttoplay.com. Right To Play will continue to ensure that all publicly available information is made accessible upon request by making the information, including emergency procedures, and plans, readily available in a variety of alternate formats.

We will also continue to include an accessibility focus in Right To Play's employee satisfaction survey for employees to provide feedback.

Employment

Right To Play's recruitment and employment practices reflects the principles and practices of equal opportunities for all candidates, which means offering equal opportunities to all job applicants and employees. In all areas of recruitment and employment, Right To Play will ensure that equal opportunity and equal treatment of candidates and employees applies, and that discrimination either direct or indirect is prohibited.

Right To Play aims to ensure that all its employees are valued for their contribution and are given the opportunity to realise their full potential within the organization.

Right To Play will continue to notify the public and staff that, when requested, that Right To Play will accommodate people with disabilities during the recruitment and assessment processes and when people are hired by:

- Making hiring accessible by making specific mention of the accessibility policies in all employment offer letters and on job postings; and
- Provide appropriate accommodation for assessments and tests during the selection process.

Right To Play will continue to take the following steps to develop and put in place a process for developing individual accommodation plans and return-to-work policies for employees that have been absent due to a disability:

- The Manager and People & Culture will work directly with the individual to discuss specific needs or accommodation; and
- An individual accommodation plan will be developed.

We will take the following steps to ensure the accessibility needs of employees with disabilities are taken into account when Right To Play is using performance management, career development and redeployment processes by:

- Reviewing employment-related policies and procedures to ensure they meet legislated requirements; and
- Ensure the recruitment, retention and career development programs and processes are and remain barrier-free.

Design of Public Spaces

Right To Play currently occupies leased premises and will work with the Building Management to meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces.

In the event of a service disruption, we will notify the public of the service disruption and alternatives available.

For more information

For more information on this accessibility plan, please contact HQ People & Culture at:

- Phone: 416-498-1922
- Email: accessibility@righttoplay.com

Accessible formats of this document are available free upon request from: accessibility@righttoplay.com

Related Documentation

Accessibility for Ontarians with Disabilities Act, 2005
Accessible Customer Service Policy

Attachments

None