



AODA Multi Year Plan

McLean Taylor Construction Limited strives to meet the needs of its employees and customers with disabilities and is working hard to remove barriers to accessibility. McLean Taylor Construction Limited is committed to fulfilling our requirements under the Accessibility of Ontarians with Disabilities Act, 2005. This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities.

Our plan shows how we will play our role in making Ontario an accessible province for all Ontarians.

The plan is reviewed and updated at least once every 5 years.

We train every person as soon as practicable after being hired and provide training in respect of any changes to the policies.

We maintain records of the training provided including the dates on which the training was provided and the number of individuals to whom it was provided.

Our areas of focus are the following:

1. Continue monitoring public input, social media, employee ideas to seek ways to improve service as required.
2. Improve our website's accessibility to meet WCAG 2.0 AA standard.
3. Ensure that all office job postings specifically invite individuals with disabilities or differences to apply.
4. Ensure employees returning to work are aware of return-to-work policies, and feel fully supported. When McLean Taylor Construction Limited is aware that a worker has a disability for which accommodation is required, an individualized emergency response information package will be provided to that worker.
5. If any worker requests it, we will arrange for accessible formats for any required information.
6. McLean Taylor Construction Limited will comply with the Design of Public Spaces Standard when undertaking the construction or renovations of any spaces.
7. Continue to train every applicable person and maintain complete, accurate records of training.