



CORE PROGRAM: ADMINISTRATION  
APPROVED BY: DIANE BROWN DEMARCO

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NUMBER: AD-B-007  
DATE: FEBRUARY 2020  
SUBJECT: AODA – Multi-Year Accessibility Plan

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## POLICY STATEMENT

CMHAMPS 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.

## PROCEDURE

### 1. Purpose of the Plan

This Multi-Year Accessibility Plan outlines a phased-in approach to prevent and remove barriers and addresses the current and future requirements of the AODA.

This Plan will be posted on the Agency website, on all bulletin boards at each Agency location and drop-in centre and will be provided in alternative formats upon request. This plan will be reviewed and updated at least once every five years.

### 2. Accessible Emergency Information

CMHA is committed to providing the customers and clients 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.

### 3. Training

CMHA will provide training to employees, volunteers, and other staff 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 employees, volunteers, and other staff members.

## LINKAGES

Revision	Date of Approval	Description of Change
	October 2013	
2	September 2016	
3	February 14, 2021	