



Caledonia Auto Supply Inc.
123 Greens Road, Caledonia,
Ontario, N3W 1H8

Commitment to complying with both the Ontario
Human Rights Code and the Accessibility for
Ontarians with Disabilities Act, 2005 (AODA)

Commitment to Accessibility

Caledonia Auto Supply Inc. is committed to providing a barrier-free environment for our customers, employees and visitors who enter our premises. As an organization, we respect and uphold the requirements set forth under the [Accessibility for Ontarians with Disabilities Act \(2005\)](#), [Customer Service Standard](#), and the [Integrated Accessibility Standards Act](#) for Information and Communications, Employment, and Service.

Disability impacts the lives of many Ontarians, and the numbers of people with disabilities is increasing as the population ages. Today, over 15% of Ontario's population has a disability, including more than 40% of people over the age 65. There are about **1.85 million** people in Ontario who have a disability. That's one in seven people

Our Company is committed to ensuring our organization's compliance with accessibility legislation by incorporating policies, procedures, floor plan requirements and training for employees. We will review these policies and practices on a regular basis. Our commitment to making our organization accessible to everyone includes the integration of accessibility legislation with our policies, procedures, programs, and training.

We are committed to reviewing and incorporating the following information with our employees:

- *Legislation regarding the Human Rights Code and the Accessibility for Ontarians with Disabilities Act, 2005*
- *Integrated Accessibility Standards for Information and Communications, Employment, and Transportation*
- *Accessible employment practices such as recruitment, assessment, and selection*
- *Customer service standards*
- *Communicating with people with various forms of disabilities*
- *Assistive devices, mobility aids, service animals and support persons*
- *Notices of service disruptions (temporary or long-term)*
- *Caledonia Auto Supply's relevant policies and procedures regarding accessibility*
- *Reporting procedures*
- *Training procedures*



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Caledonia Supply Inc. realizes that providing accessible and barrier-free environments for everyone is a shared effort. As a community, all businesses and services must work together to make accessibility happen.

Accessible Workplace Emergency Information

We are committed to providing employees with disabilities individualized emergency information in an accessible way upon request.

Completion Date – April 2021

Training

Accessibility training is provided to all employees. This training and certification will be provided on an ongoing basis as policies change. Records of training are kept.

Completion Date – April 2021

Information and Communications - Accessible Formats & Feedback

We are committed to meeting the communication needs of persons with disabilities.

Upon request, we will provide available information in accessible formats and/or with communication supports for persons with disabilities in a timely manner. We will consult with the person to determine the suitability of accessible format or communication support required.

Completion Date – April 2021

Information and Communications - Websites and Web Content

Caledonia Auto Supply Inc. is committed to making our website and contact options usable and functional by persons of all abilities and to make sure web content published after April 2021 conforms to WCAG 2.0, Level A. Completion Date – April 2021



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Employment

Caledonia Auto Supply Inc. is committed to fair and accessible employment practices. Upon request, we will accommodate people with disabilities during the recruitment and assessment process and when people are hired.

Completion Date – April 2021

Design of Public Spaces

Caledonia Auto Supply Inc. is committed to incorporating accessibility features in the design of our location such as wide aisles for people with disabilities, carts for product, packages taken out to vehicle for client upon request, main level entrance free of stairs.

Completion Date – April 2021

We will review this accessibility plan once a year

If anyone has questions about this document, please e-mail admin@caledoniaautosupply.com

Accessible formats of this document are available free upon request
from: admin@caledoniaautosupply.com or orders@caledoniaautosupply.com