



Harris Rebar, A Division of Harris Steel ULC (“Harris Rebar”) – Multi-Year Accessibility Plan (Ontario Locations)

Accessibility Plan

This accessibility plan outlines the policies and actions that **Harris Rebar** will put in place to improve opportunities for people with disabilities.

Statement of Commitment

Harris Rebar is committed to providing our goods and services in a manner that respects persons with disabilities and we strive at all times to do so with the dignity and independence of that person in mind. Harris Rebar is also devoted to providing people with disabilities an equal opportunity to obtain, use or benefit from our goods and services in a safe manner.

Harris Rebar has been in compliance with the Accessible Customer Service Regulation under AODA since January 1, 2012.

Harris Rebar will endeavour to identify and remove accessibility barriers going forward. This accessibility plan will be reviewed and updated at least every five (5) years to ensure compliance with legislated deadlines, address existing accessibility barriers and plan for the removal and prevention of any future barriers.

Accessible Emergency Information

Harris Rebar 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.

Training

Harris Rebar developed training materials that address the requirements of Ontario's accessibility laws and the disability-related obligations under human rights laws.

Harris Rebar will ensure that prompt and on-going training is provided to employees on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training has been provided to all Ontario employees and will be provided moving forward during the new hire orientation process.

Required Compliance Date: January 1, 2015

Status: Completed

Information and communications

Harris Rebar will take the necessary steps to make all new websites and content on those sites conform with WCAG 2.0, Level A.

Required Compliance Date: January 1, 2014

Status: Completed

Harris Rebar 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.

Harris Rebar will ensure that our existing processes for receiving and responding to feedback are accessible to people with disabilities upon request. Harris Rebar will provide or arrange for accessible formats and communication supports upon request.

Required Compliance Date: January 1, 2015

Status: Completed

In further pursuit of our commitment to meeting the communication needs of people with disabilities, Harris Rebar will ensure that, upon request, we will provide or arrange for the provision of publicly available information that is in respect of our goods, services or facilities in an accessible format and at a cost that is not more than that charged to others.

Harris Rebar will take the following actions to achieve these goals:

1. Consult with the person making the request in a timely manner to determine the most appropriate accessible format or communication support, given the needs of the person, whether the content is convertible and Harris Rebar's capability;
2. Providing the accessible format or communication support in a timely manner and at no additional cost; and
3. Notifying the public about the availability of accessible formats and communication supports.

Required Compliance Date: January 1, 2016

Status: Completed

Harris Rebar will take the necessary steps to make all websites and content conform with WCAG 2.0, Level AA

Required Compliance: January 1, 2021

Status: Ongoing

Employment

Harris Rebar is committed to fair and accessible employment practices.

We will take the necessary steps to notify the public and staff that, when requested, **Harris Rebar** will accommodate people with disabilities during the recruitment and assessment processes. When making offers of employment **Harris Rebar** will notify the successful applicant of its policies for accommodating employees with disabilities.

Harris Rebar will take the following actions to achieve these goals during the recruitment and assessment processes, and when employees are hired:

1. Notify the public and our staff that we will accommodate people with disabilities during the recruitment process;
2. Notify job applicants, when they are individually selected to participate in an assessment or selection process, that accommodations are available upon request in relation to the materials or processes to be utilized;
3. Consult with job applicants who request accommodation to support them through the recruitment, selection and/or assessment process and take into account their needs, so that the accommodations provided are effective; and
4. Notify the successful applicant of Harris Rebar's policies for accommodating our employees with disabilities.

Required Compliance: January 1, 2016

Status: Completed

Harris Rebar will inform our employees of the policies used to support employees with disabilities, including, but not limited to, policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability, by:

1. On request, consulting with our employees with disabilities to determine those accessible formats or communication supports that may be of assistance in accessing workplace information, and how such individualized accommodation may be provided.
2. Providing the information as soon as practicable after commencement of employment, and updates whenever there is a change to the policies.

Required Compliance: January 1, 2016

Status: Completed

Harris Rebar will develop and put in place a process for the creation of documented individual accommodation plans for those employees with disabilities. This process shall be implemented by:

1. Considering how employees with disabilities will participate in the development of their accommodation plan and what the plans may include;
2. Determining the means by which an employee is assessed on an individual basis;
3. Determining the manner by which Harris Rebar can request an evaluation by an outside expert, at the company's expense, to determine if and how accommodation can be achieved;
4. [If employee is represented by a bargaining agent: Establishing the manner in which the employee can request the participation of a representative from their bargaining agent in the development of the accommodation plan] or [If employee is not represented by a bargaining agent: Establishing the manner in which the employee can request the participation of a workplace representative in the development of the accommodation plan]
5. Establishing where the plans will be stored and what steps will be taken to protect the privacy of employee information;
6. Determining when and how the individual accommodation plans will be reviewed and updated;
7. Determining the manner in which reasons will be given when an accommodation plan is denied; and
8. Determining the means of providing the accommodation plan in a format that takes into account the employee's accessibility needs

Individualized accommodation plans will include any:

1. Information regarding accessible formations and communication supports provided;
2. Individualized workplace emergency response information; and
3. Other accommodation that is to be provided.

Required Compliance: January 1, 2016

Status: Completed

Harris Rebar will develop and put in place a documented return to work process for those employees that have been absent from work due to a disability and require disability-related accommodation in order to return to work. This process will outline the steps that Harris Rebar will take to facilitate the return to work of the applicable employees and the use of individual documented accommodation plans.

Harris Rebar will ensure that it takes into account the accessibility needs of employees with disabilities (as well as their individual accommodation plans) when implementing its performance management process by:

1. Reviewing individual accommodation plans to understand employee needs and determine whether they should be adjusted to improve job performance;
2. Providing performance-management related documents in accessible formats; and
3. Providing informal and formal coaching and feedback in a manner that takes an employee's disability into account.

Harris Rebar will take into account the accessibility needs of its employees with disabilities (as well as their individual accommodation plans) when providing career development, advancement, or redeployment. This may occur through the consideration of what accommodations employees with disabilities may need to succeed elsewhere within our organization, to take on new responsibilities in a current role, or when redeployment has become necessary.

Required Compliance: January 1, 2016

Status: Completed

Design of Public Spaces

At the present time, **Harris Rebar** does not plan on developing or redeveloping any of its public spaces, as defined in the Design of Public Spaces Standard. However, should it choose to do so, this policy and plan will be revised to include the requirements thereunder and how we will achieve compliance.

Contact Information

For more information on Harris Rebar's accessibility policy and plan, please contact:

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