

# Multi-Year Accessibility Plan for MaRS Discovery District and its related entities

## Part 1: Identify your organization's strategy to meet the following requirements of the IASR

AODA Standard	IASR requirement	Due Date	Acitivities/Comments	Completion Status
<b>IASR General Requirements</b>				
	Create policies and procedures for each standard	Jan. 1, 2014		Complete
	Create Multi-Year Accessibility plans	Jan. 1, 2014		Complete
	Train all staff and volunteers (including Board Members) on what they have to do under the IASR and on aspects of the Human Rights Code that relate to accessibility	Jan. 1, 2015	All employees and volunteers are required to complete training upon being hired.	On-Going
	Complete government accessibility report	Dec. 31, 2017		
	Update Multi-Year Accessibility Plan	Jan. 1, 2019		
	Complete government accessibility report	Dec. 31, 2020		
	Complete government accessibility report	Dec. 31, 2023		
<b>Information &amp; Communications</b>				
	When asked, make your emergency and public safety information accessible to the public	Jan. 1, 2012	Available at Security desks	Complete
	All new internet websites and web content on those sites must conform with WCAG 2.0 level A	Jan. 1, 2014		On-going
	Make your feedback processes, like surveys or comment cards, accessible when asked	Jan. 1, 2015	Available upon request.	Complete
	Make information about your organization's goods, services and facilities accessible upon request	Jan. 1, 2016	Available upon request.	Complete
	All internet website and website content conforms with WCAG 2.0 level AA (excluding live captioning and audio description)	Jan. 1, 2021		
<b>Employment</b>				
	When necessary, provide individual plans to help employees with disabilities during an emergency, or emergency information that's formatted so an employee with a disability can understand it.	Jan. 1, 2012	A customized plan will be created as needed.	Complete
	Notify employees, potential hires and public that accommodations can be made during recruitment, assessment and selection processes for people with disabilities	Jan. 1, 2016	Included in job postings and employee orientation.	Complete
	Notify new hires and staff of policies for accommodating employees with disabilities	Jan. 1, 2016	Accommodation Policy is introduced during employee orientation	Complete

	Have in place a written process to develop individual accommodation plans for employees with a disability	Jan. 1, 2016	Accommodation Policy covers process for developing individual accomodaton plans	Complete
	Have a written return to work process in place for employees who have been absent due to a disability	Jan. 1, 2016	Addressed in Accomodation Policy	Complete
	If your office uses performance management, career development and redeployment processes, take the needs of employees with disabilities into account	Jan. 1, 2016	When a disability is evident or disclosed, a customized approach will be created	Complete
<b><u>Design of Public Spaces</u></b>	Make new or redeveloped spaces accessible	Jan. 1, 2017	New or redeveloped space, are made accessible in accordance with the Code	On-Going
	Maintain accessible elements of public spaces	Jan. 1, 2017	MaRS Operations actively maintains the accesible elements of the public spaces	On-Going