

**Alectra Utilities (formerly Brampton Hydro)**  
**Multi-Year Accessibility Plan**  
**Integrated Accessibility Standards Regulation (IASR)**



<b>General Deliverables</b>	<b>Actual Completion Date</b>	<b>Legislated Date for Alectra Utilities (January)</b>
<b>Policies &amp; Procedures</b>	29-Oct-13	2014
Create Policies with Statement of Organizational Commitment in written form	29-Oct-13	2014
Approval and Sign off	29-Oct-13	2014
Make available to the Public	29-Oct-13	2014
Available in Alternative Formats - upon request	29-Oct-13	2014
<b>Accessibility Plan - Multi Year</b>	29-Oct-13	2014
Develop Accessibility Plan	29-Oct-13	2014
Accessibility Plans - Post to web	29-Oct-13	2014
Review every 5 years		
Provide in alternative format	29-Oct-13	2014
<b>Accessibility Self Service Kiosk</b> - have regard for	not applicable	not applicable
<b>Training</b> - All employees & volunteers, policy developers, those providing goods or services on behalf of organization regarding IRS and Human Rights Code	29-Oct-13	2015
Decide on training delivery	29-Oct-13	2015
Create training schedule for current staff	29-Oct-13	2015
Create training schedule for new staff		
Ensure sign in sheets for record keeping	29-Oct-13	2015
Training completed	29-Oct-13	2015

<b>Information &amp; Communications</b>	<b>Actual Date of Completion</b>	<b>Legislated Date for Alectra Utilities (January)</b>
Emergency Procedure Plans or Public Safety Information - inventory and make accessible	31-Dec-11	2012
Feedback - is feedback system accessible upon request	31-Dec-14	2015
Accessible formats and communication supports upon request (timely manner, no cost charged to other persons)	31-Dec-15	2016
Create inventory of current documents		
Create document renewal plan		
Create Strategic Communication Plan -create processes for flow of documents, who creates source documents, who ensures pdf's are accessible, who checks for accessibility before posting to website, decide on corporate wide fonts, staff training on accessible document creation, analysis of website content and new content		
Website New Internet WCAG 2.0 Level AA (other than closed caption Live pre-recorded audio)	Completed	2014
All internet websites and web content WCAG 2.0 Level AA	In progress	2021
Review all content on website up to 2012 to ensure everything is accessible	In progress	2021

<b>Employment</b>	<b>Actual Date of Completion</b>	<b>Legislated Date for Alectra Utilities (January)</b>
HR Staff to develop deliverables and processes for below		
Workplace Emergency Response for staff	31-Dec-11	2012
Recruitment - notify employees and public regarding availability of accommodation	15-Dec-15	2016
Notify applicant - availability of accommodation upon request for assessments or selection process	15-Dec-15	2016
Inform employees of policies regarding job accommodations	15-Dec-15	2016
Providing accessible formats and communication supports available to perform job	15-Dec-15	2016
Have a Documented Individual Accessibility Plan	15-Dec-15	2016
Have a Return to Work Process	15-Dec-15	2016
Performance Management takes into account accessibility needs	15-Dec-15	2016
Career Development and Advancement Process takes into account accessibility needs	15-Dec-15	2016
Redeployment process takes into account accessibility needs	15-Dec-15	2016

Public Spaces	Actual Date of Completion	Legislated Date for Alectra Utilities (January)
Incorporate the <b>Design of Public Spaces</b> on newly developed or redeveloped recreational trails and beach access routes, outdoor public use eating areas, outdoor play spaces, exterior paths of travel, accessible parking and service related elements		2017
If developing <b>recreational trails consult with public</b> , persons with disabilities and municipal AAC if there is one		2017
Provide <b>maintenance and restoration</b> of public spaces		2017
Develop <b>procedures for preventative and emergency maintenance</b> of accessible elements in public spaces		2017
Develop <b>procedures</b> for dealing with <b>temporary disruptions</b> when accessible elements under public spaces not working		2017
<b>Report</b> every three years		2020