



I. T.S. Staffing Solutions Inc.
Integrated Accessibility Standard Regulation (IASR)
Multi-Year Accessibility Plan

(ITS) – Industrial Temporary Solutions Inc. operating as ITS Staffing Solutions has developed a policy and a multi- year plan to meet the objectives for Accessibility for Ontarians with Disabilities Act 2005 (AODA). The Policy and Plan will be reviewed every 5 years.

Integrated Accessibility General Requirements

Accessibility Policy

- See policy

Statement of Commitment

- ITS is committed to persons with disabilities under the AODA.
- ITS is committed to the removal of any barrier for persons with disabilities covered under the Human Rights code.
- These commitments shall be done in a timely manner as set in this action plan.

Kiosks

- ITS will consider the use of self-serve kiosks when redesigning of office space.

Training

- ITS will develop and provide training to all staff on IASR and the Ontario Human Rights Code as it relates to persons with disabilities.
- ITS will ensure all persons to whom this policy applies receive training as required by the Accessibility Standards for Customer Service (Ontario Regulation 429/07).
- ITS will develop and maintain records of training.
- ITS will update any new training as required.
- Target Date: Jan 1/2015 *Ongoing

Information and Communication

- ITS will meet with the needs of all persons with disabilities.

Feedback

All feedback and inquiries can be made to:

Email: info@itsjobs.ca

Mail: 482 South Service Rd. E Suite 111, Oakville, ON L6J 2X6

Accessible Formats and Communication

- ITS will provide accessible formats of communication and support for persons with disabilities.
- ITS will first consult with the disabled person and assess the proper format to be used in a timely manner.

Target Date: Jan 1/2016

Website

- ITS will abide by the World Wide Web Consortium Guidelines (WCAG) 2.0, Level A.
- By Jan 1/2021 ITS will abide by the (WCAG) 2.0 Level AA

Employment

ITS is an equal opportunity employer.

ITS will review, modify or make changes if necessary to accommodate hiring procedures and processes for persons with a disability. ITS will consult with the applicant prior to this procedure to arrange for this provision. Target Jan 1/2016

Return to Work

ITS will review and or modify on a case by case basis to accommodate a person with disability. Target Date: Jan 1/2016

Performance Management / Redeployment

ITS will ensure the specific needs of each disabled person and its client are met. ITS will try to accommodate the steps for removal of disabled barriers. Target Date: Jan 1/2016