

CIMA Canada Inc. (CIMA+)

Ontario's Multi-Year Accessibility Plan

Background

In 2005, the government of Ontario passed the Accessibility for Ontarians with Disabilities Act (AODA). Under the act, the Accessibility Customer Service Standards (O. Reg. 429/07) and the Integrated Accessibility Standards (O. Reg. 191/11) mandate requirements that must be met within a timeframe. The Ontario government has set a goal to make Ontario accessible by 2025.

Statement of Commitment

CIMA+ is required to establish, implement, maintain, and document a multi-year accessibility plan which outlines the organization's strategy to prevent and remove barriers for people with disabilities. The requirement is effective January 1, 2014, under the Integrated Accessibility Standards Regulations (IASR) for organizations that have 50 or more employees in the province of Ontario.

This multi-year plan outlines the strategy CIMA+ will take to prevent and remove barriers in accordance with the AODA, and to fulfill the commitments outlined in CIMA's accessibility policy.

Plan Overview

Under the AODA, private organizations with 50 or more employees in Ontario are responsible to meet the following accessibility standards and IASR requirements:

Requirements	Strategies and Actions 2022-2026	Implementation Timeframe
Customer Service	<ul style="list-style-type: none"> • Maintain policy and procedures • Periodic Review and submit compliance report • Periodic Review and develop a multi-year plan 2027-2031 	<ul style="list-style-type: none"> • 2022-2026 • 2024 • 2026
Information and Communications	<ul style="list-style-type: none"> • Accessible Website and Web Content (WCAG 2.0 Level A and Level AA) • Maintain policy and procedures • Periodic Review and submit compliance report • Periodic Review and develop a multi-year plan 2027-2031 	<ul style="list-style-type: none"> • Jan. 2022 and Jan. 2023 • 2022-2026 • 2024 • 2026
Employment	<ul style="list-style-type: none"> • Maintain policy and procedures • Periodic Review and submit compliance report • Periodic Review and develop a multi-year plan 2027-2031 	<ul style="list-style-type: none"> • 2022-2026 • 2024 • 2026
Training	<ul style="list-style-type: none"> • Maintain policy and procedures • Periodic Review and submit compliance report • Periodic Review and develop a multi-year plan 2027-2031 	<ul style="list-style-type: none"> • 2022-2026 • 2024 • 2026