



Statement of Commitment

Auto Warehousing Company Canada is committed to treating people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of people with disabilities in a timely manner and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under Ontario's *Accessibility for Ontarians with Disabilities Act, 2005* (AODA).

Multi-Year Accessibility Plan

Auto Warehousing Company Canada has established a multi-year accessibility plan, which outlines the company's strategy to prevent and remove barriers and meet its requirements. This multi-year accessibility plan is our roadmap to meeting the requirements of the Integrated Regulation within legislated timelines. It includes the anticipated compliance date, legislative requirement, and the company's deliverable to meet that requirement. This plan is available in alternate formats as necessary.

January 1, 2012

Legislative Requirement	Deliverable
Individualized workplace emergency response information (s. 27)	Protocol and plans developed for employees with disabilities.
Emergency procedures available to public in accessible formats (s. 13)	Emergency procedures are available in accessible formats, upon request.

January 1, 2014

Legislative Requirement	Deliverable
Statement of organizational commitment (s. 3)	Commitment and feedback process posted at our locations, available online.
Feedback process (s. 11)	Commitment and feedback process posted at our locations, available online.
Multi-year accessibility plan (s. 4)	Available online.
Internet sites to conform to WCAG 2.0 Level A (s. 14)	External web developers to meet standards.

January 1, 2015

Legislative Requirement	Deliverable
Training on accessibility standards and Human Rights for all employees, volunteers, etc. (s. 7)	Review and acknowledgment of company accessibility policies. Record of completion on file.



January 1, 2016

Legislative Requirement	Deliverable
Communicate availability of accommodation in recruitment and hiring process (s. 22, 23, 24)	Accessibility policies are inclusive of this commitment. Embed this commitment in internal/external job postings, and offer of employment.
Inform employees of policies to support employees with disabilities (s. 25)	Accessibility policies are inclusive of this commitment. Available online, in accessible formats as requested.
Document individual accommodation and return to work plans for employees with disabilities (s. 28, 29)	Accessibility policies are inclusive of this commitment. Individualized plans are formally documented and reassessed as needed.
Consider accessibility needs when conducting performance management, career development or job changes (s. 30, 31, 32)	Accessibility policies are inclusive of this commitment. Individualized accessibility needs are considered during these processes.
Provide accessible formats and communication supports upon request (s. 12)	Accessibility policies are inclusive of this commitment.

January 1, 2017

Legislative Requirement	Deliverable
When building new or changing existing service counters/waiting areas ensure compliant with requirements (s. 80.41, 80.43)	Building and renovation plans are inclusive of the consideration for accessibility.

January 1, 2021

Legislative Requirement	Deliverable
Internet sites to conform to WCAG 2.0 Level AA (s. 14)	External web developers to meet standards.

We would like to hear your comments, questions, and suggestions about the provision of our goods or services to people with disabilities. Please contact us at welcomewcquestions@autowc.com or 905-725-6549 or by mail to 419 King St. W., Suite 605, Oshawa, ON L1J 2K5.

[Auto Warehousing Company Canada \(awccanada.com\)](http://awccanada.com)