



ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT, 2005

INTEGRATED ACCESSIBILITY STANDARDS – Multi Year Plan

2021-2025

Please contact MJ LeBlanc with any questions or requests regarding AODA at

marie-jose.leblanc@lehighhanson.com or 613-476-8638

Lehigh Hanson - Integrated Accessibility Standards – Multi Year Plan 2020-2025

7	Training	7.(1) Every obligated organization shall ensure that training is provided on the requirements of the accessibility standards referred to in this Regulation and on the Human Rights Code as it pertains to persons with disabilities to, (a) all employees, and volunteers; (b) all persons who participate in developing the organization's policies; and (c) all other persons who provide goods, services or facilities on behalf of the organization.	a) Unionized and Managers / Supervisors training completed November 1, 2014 b) Senior Management Webinar November 19, 2014 c) N/A		January 1, 2015
---	----------	---	--	--	-----------------

PART II – Information and Communications Standards

Section	Initiative	Description	Action	Status	Compliance Date
11	Feedback	11.(1) Every obligated organization that has processes for receiving and responding to feedback shall ensure that the processes are accessible to persons with disabilities by providing or arranging for accessible			

Lehigh Hanson - Integrated Accessibility Standards – Multi Year Plan 2020-2025

25	Informing Employees of Supports	25.(1) Every employer shall inform its employees of its policies used to support its employees with disabilities, including, but not limited to, policies on the provision
----	---------------------------------	--

Lehigh Hanson - Integrated Accessibility Standards – Multi Year Plan 2020-2025

27	Workplace Emergency Response Information	27.(1) Every employer shall provide individualized workplace emergency response information to employees who have a disability, if the disability is such that the individualized information is necessary and the employer is aware of the need for accommodation due to the employee's disability.	In practice	Ongoing	January 1, 2012
27		(2) If an employee who receives individualized workplace emergency response information requires assistance and with the employee's consent, the employer shall provide the workplace emergency response information to the person designated by the employer to provide assistance to the employee.	In place as required or requested	Ongoing	January 1, 2012
27		(3) Employers shall provide the information required under this section as soon as practicable after the employer becomes aware of the need for accommodation due to the employee's disability.	In place as required or requested	Ongoing	January 1, 2012
27		(4) Every employer shall review the individualized workplace emergency response information, (a) when the employee moves to a different location in the organization; (b) when the employee's overall accommodations needs or plans are reviewed; and (c) when the employer reviews its general emergency response policies.	Will respond as needed	Ongoing	January 1, 2012

Lehigh Hanson - Integrated Accessibility Standards – Multi Year Plan 2020-2025

		5. The steps taken to protect the privacy of the employee's personal information. 6. The frequency with which the individual accommodation plan will be reviewed and updated and the manner in which it will be done. 7. If an individual accommodation plan is denied, the manner in which the reasons for the denial will be provided to the employee. 8. The means of providing the individual accommodation plan in a format that takes into account the employee's accessibility needs due to disability.
--	--	--

Lehigh Hanson - Integrated Accessibility Standards – Multi Year Plan 2020-2025

29		29. (2) The return to work process shall, (a) outline the steps the employer will take to facilitate the return to work of employees who were absent because their disability required them to be away from work; and (b) use individual documented accommodation plans, as described in section 28, as part of the process.	(a) Employee takes required document to required medical professional then returns to Human Resources for further determination on return to work (b) Functional Abilities Form, Job Task Analysis and/or Individual Documented Accommodation Plan	Process in place Process in place	January 1, 2016
29					

Lehigh Hanson - Integrated Accessibility Standards – Multi Year Plan 2020-2025

32	Redeployment	32.(1) An employer that uses redeployment shall take into account the accessibility needs of its employees with disabilities, as well as individual accommodation plans, when redeploying employees with disabilities.	Will review current redeployment process and retain individual accommodation plans.	Ongoing	January 1,
----	--------------	--	---	---------	------------