

AODA – Multi-Year Accessibility Plan

Statement of Commitment

Aviya Aerospace Systems is committed to providing a barrier-free environment for people with disabilities. As an organization, we respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act (2005)*, and its associated standards and regulations.

Aviya understands that we have a responsibility for ensuring a safe, dignified, and welcoming environment for everyone. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence.

We believe in integration, and we are committed to meeting the needs of people with disabilities by preventing barriers to accessibility and, when necessary, removing barriers in a timely manner. For more information on our accessibility policies, plans, and training procedures, please contact Human Resources.

Plan

Accessibility Requirement:	Establishment of accessibility policies	Status:	Completed – December 18, 2017
How Requirements Met/Plans to Meet Requirements:	Aviya will update and maintain our accessibility policies every two years or sooner if needed.		
Accessibility Requirement:	Training on accessibility	Status:	Completed – December 18, 2017
How Requirements Met/Plans to Meet Requirements:	All employees have been trained and any new employees receive training with their onboarding package. Trainings will be reviewed annually to ensure compliance.		
Accessibility Requirement:	Accessible website and web content	Status:	Ongoing
How Requirements Met/Plans to Meet Requirements:	Website being revised to ensure compliance to Web Content Accessibility Guidelines 2.0. Accessibility webpage will be updated as needed.		
Accessibility Requirement:	Recruitment and selection process	Status:	Completed – December 18, 2017
How Requirements Met/Plans to Meet Requirements:	Accommodations during the recruitment and selection process will be made as requested. Job postings promote prospective employees to request accessible formats if needed.		

Accessibility Requirement:	Informing employees of supports	Status:	Completed – December 18, 2017
How Requirements Met/Plans to Meet Requirements:	Policy informs employees about the specific supports available to them.		
Accessibility Requirement:	Accessible formats and communication support for employees	Status:	Completed – December 18, 2017
How Requirements Met/Plans to Meet Requirements:	Accessible formats and communication support is available upon request.		
Accessibility Requirement:	Workplace emergency response information and evacuation plan	Status:	Completed – June 19, 2023
How Requirements Met/Plans to Meet Requirements:	Emergency evacuation plan includes instructions for people requiring assistance.		
Accessibility Requirement:	Performance management process	Status:	Completed – December 18, 2017
How Requirements Met/Plans to Meet Requirements:	Aviya considers employee accessibility needs in this process and takes in account the needs of employees with disabilities. Accessible formats available upon request.		
Accessibility Requirement:	Career development and advancement	Status:	Completed – December 18, 2017
How Requirements Met/Plans to Meet Requirements:	Aviya considers employee accessibility needs in these processes and takes in account the needs of employees with disabilities. Accessible formats available upon request.		
Accessibility Requirement:	Return to work process and plan	Status:	Completed – December 18, 2017
How Requirements Met/Plans to Meet Requirements:	Aviya will accommodate where feasible for employees upon return to work.		

Accessibility Plan Review

This multi-year Accessibility Plan will be reviewed and updated at least once every five (5) years. The current Accessibility Plan will be reviewed, and updated as appropriate, no later than December 1, 2028.