

Thordon Bearings Inc.
Multi-Year Accessibility Plan for the Integrated Accessibility Standards Regulation (IASR) for 2021-2026

This 2021 to 2026 accessibility plan outlines the policies and actions that Thordon Bearings Inc. will put in place to improve opportunities for people with disabilities in accordance with the requirements communicated under the Integrated Accessibility Standards, Ontario Regulation 191/11.

Statement of Commitment

Thordon Bearings Inc. believes in equal opportunity and is committed to providing a barrier-free environment that allows all people to maintain their independence and dignity. As an organization, we respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act (2005)* and its associated Regulations and strive to meet the needs of individuals with disabilities in a timely and effective manner.

Requirements/ steps	What must be done?	Responsibility	Planned target date
Accessible Websites and Web Content	Thordon Bearings Inc. will ensure that our website and web content conform to the Web Content Accessibility Guidelines (WCAG) as outlined in the IASR, and will refer to the legislation for specific compliance deadlines and requirements	Marketing Department in conjunction with HR Department	January 1, 2021
Employment standard accessibility policy	Develop, implement and maintain policies, practices and procedures governing how the organization achieves or will achieve accessibility through meeting its requirement for accessibility in employment. Statement of organizational commitment and polices will be posted on the staff bulletin board and Intranet with the health and safety program.	Human Resource Manager	Review annually

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Training	<p>Thordon Bearings Inc. will provide training on the IASR accessibility requirements and Ontario's <i>Human Rights Code</i> as they pertain to individuals with disabilities.</p> <p>Thordon Bearings Inc. policies, and all other persons who provide goods, services, or facilities on Thordon Bearings Inc.'s behalf.</p> <p>Training will be provided as soon as is reasonably practicable. Training will be provided regularly to new employees and as changes to Thordon Bearings Inc.'s accessibility policies occur.</p>	Human Resource Manager	Updated training to be reviewed with all staff by December 2021.
Support information for employees	Inform current employees and new hires as soon as practicable after they begin work of workplace employment policies supporting employees with disabilities, and keep employees up to date on changes to these policies.	Human Resource Manager	Ongoing through-out all years
Documented individualized accommodation plans	Review and revise the written process for the development of individualized accommodation plans for employees with disabilities.	Human Resource Manager	December 31, 2023
Performance assessment, career development and advancement, and redeployment	Review and train managers to ensure the accessibility needs of employees with disabilities and their individualized accommodation plans are taken into account (a) when assessing their performance; (b) when managing their career development and advancement; and (c) when redeploying them.	Human Resource Manager	December 31, 2024
Future Plans	Develop a Multi-Year Plan for 2027-2031 taking into consideration all legislative requirements of the AODA. Provide JHSC the opportunity to provide feedback on the draft plan.	Human Resource Manager in consultation with the JHSC and SMT	September 30, 2026