



# **Windsor Industrial Services Multi-Year Accessibility Plan 2026-2030**

## **MULTI-YEAR ACCESSIBILITY PLAN**

*(2026–2030)*

**Company Name:** Windsor Industrial Services

**Plan Duration:** 2026–2030

**Next Review:** February 2030

### **1. Commitment**

Windsor Industrial Services is committed to preventing and removing barriers to accessibility and fulfilling its obligations under the Accessibility for Ontarians with Disabilities Act (AODA) and the Integrated Accessibility Standards Regulation (IASR).

This Multi-Year Accessibility Plan outlines our strategy to maintain compliance and support continuous improvement in accessibility.

This plan will be reviewed annually and formally updated at least once every five (5) years.

Accessible formats of this plan are available upon request.

### **2. Past Achievements**

Windsor Industrial Services has:

- Developed a comprehensive Accessibility Policy
- Implemented accessible recruitment practices
- Established written accommodation and return to work procedures
- Maintained training records

### **3. Information & Communication (2026–2030)**

Windsor Industrial Services will:

- Provide accessible formats and communication supports upon request.
- Maintain an accessible feedback process.
- Ensure emergency procedures are accessible to employees.

- Provide emergency information in accessible formats as soon as practicable upon request.

Action:

- Annual review of accessibility procedures
- Review internal document templates for accessibility compliance by December 31, 2027.
- Assess and, where feasible, implement integration of the fire notification system with the public address (PA) system to enhance clarity and accessibility of emergency communications by December 31, 2027. This initiative is intended to improve the effectiveness of emergency notifications for all employees, including individuals who may require enhanced auditory or verbal communication supports.

Responsibility: Human Resources, JHSC and Management.

#### **4. Employment (2026–2030)**

Windsor Industrial Services will:

- Include accommodation statements in job postings
- Maintain written accommodation procedures
- Provide accessible workplace information
- Review emergency response plans annually

Action:

- Manager refresher training by end of 2026
- Annual policy review

Responsibility: Human Resources and Management.

#### **5. Training**

Windsor Industrial Services will:

- Train new employees within onboarding
- Provide updated training when policies change
- Maintain training logs

## **6. Design of Public Spaces**

Windsor Industrial Services will comply with the Design of Public Spaces requirements under the Integrated Accessibility Standards Regulation (IASR) where applicable.

## **7. Monitoring and Review**

This plan will:

- Be reviewed annually
- Be updated at least every five years
- Be posted publicly
- Be provided in accessible formats upon request