



## AODA – Statement of Commitment to Accessibility

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June 2016

The YMCA Owen Sound Grey Bruce is committed to providing a barrier-free environment for all stakeholders including our clients, members, employees, volunteers, job applicants, suppliers, and any visitors who may enter our premises, access our information, or use our services. 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 including the [Integrated Accessibility Standards, Ontario Regulation 191/11](#) and the [Accessibility Standards for Customer Service, Ontario Regulation 429/07](#).

YMCA Owen Sound Grey Bruce understands that we have a responsibility for ensuring a safe, dignified, and welcoming environment for everyone. We are committed to ensuring our organization's compliance by incorporating accessibility legislation into our policies, procedures, equipment requirements, training, and best practices. We will review these policies and practices annually, as organizational changes occur, or in anticipation of compliance deadlines. In addition, we will strive to meet the needs of individuals with disabilities in a timely and effective manner.

Providing an accessible and barrier-free environment is a shared effort, and as an organization, YMCA Owen Sound Grey Bruce is committed to working with the necessary parties to make accessibility for all a reality. The following policies and practices are available to foster our commitment to accessibility:

1. Accessibility (incl. Customer Service) Policy
2. Multi-year Accessibility Plan
3. Recruitment and Selection
4. Employment Agreement
5. Workplace Emergency Response
6. Return to Work Policy
7. Performance Management Policy
8. Progressive Discipline Policy
9. Career Development / Internal Recruitment Policy
10. Accommodation Policy
11. Request for Accommodation Form
12. Individualized Accommodate Plan

For more detailed information on our accessibility policies, plans, and training programs, please contact Gayle Graham, Chief Executive Officer.

Sincerely,

Gayle Graham

Chief Executive Officer

519-376-0484