

Multi-Year Accessibility Plan Integrated Accessibility Standards (AODA / O. Reg. 191/11)

IPAC Paving is committed to treating all individuals with dignity and independence by identifying, removing, and preventing accessibility barriers, in accordance with the “Accessibility for Ontarians with Disabilities Act, 2005” and the Integrated Accessibility Standards Regulation (Ontario Regulation 191/11). The introduction and publication of this Multi-Year Accessibility Plan will be reviewed and updated as required and will be made available in an accessible format upon request.

General Requirements

Accessibility policies and statement of commitment - Create written accessibility policies and make them available in an accessible format upon request.	IPAC is developing and will publish a written accessibility policy that includes a clear statement of commitment. The policy will be made available in an accessible format upon request.	May 2026	In progress
Multi-year accessibility plan - Create and maintain a multi-year accessibility plan and review it at least every five years.	IPAC has prepared and will publish this Multi-Year Accessibility Plan. IPAC will monitor progress annually and will review and update the plan at least once every five years, or sooner if required.	May 2026	In progress
Self-service kiosks - If self-service kiosks are designed, procured or acquired, consider accessibility features for people with disabilities.	Not applicable. IPAC does not currently design, procure, or acquire self-service kiosks. If this changes, accessibility features will be considered in accordance with applicable requirements.	N/A	N/A
Training - Provide accessibility training to employees, volunteers, policy developers, and others who provide goods, services, or facilities on behalf of the organization.	IPAC is preparing a training module for employees regarding AODA and accessibility awareness. It will be incorporated into the current onboarding and annual revision training program, and the records will be maintained accordingly.	July 2026	In progress

Information and Communication Standard

Feedback process - Ensure feedback processes are accessible by providing accessible formats and communication support upon request.	IPAC provides multiple channels for feedback, including telephone, email, and website contact forms. Accessible formats and communication support will be provided upon request.	June 2026	In progress
Accessible formats and communication supports - Provide accessible formats and communication support upon request and at no additional cost, in consultation with the requesting person.	IPAC will provide accessible formats and communication support upon request in consultation with the individual making the request promptly and at no additional cost.	May 2026	Ongoing
Emergency procedures and public safety information - If emergency procedures, plans, or public safety information are made available to the public, provide them in an accessible format upon request.	Where emergency procedures, plans, or public safety information are made available to the public, IPAC will provide such information in an accessible format or with appropriate communication support upon request.	May 2026	Ongoing
Accessible websites and web content - Where applicable, internet websites and web content must conform to WCAG 2.0 Level AA, subject to stated regulatory exceptions.	IPAC is working toward ensuring that its website and web content conform to WCAG 2.0 Level AA requirements, subject to applicable regulatory exceptions.	July 2026	In progress

Employment Standard

Recruitment - Notify employees and the public that accommodations are available for applicants with disabilities during recruitment.	IPAC will notify employees and the public that accommodations are available to applicants with disabilities during the recruitment process.	-	Ongoing
Assessment and selection - Notify selected applicants that accommodations are available upon request and consult on suitable accommodations.	IPAC will notify selected applicants that accommodations are available upon request regarding the materials and processes used during the assessment and selection procedure. Where requested, IPAC will consult with the applicant and provide suitable accommodation.	-	Ongoing
Notice to successful applicants - Inform successful applicants of policies for accommodating employees with disabilities.	IPAC will inform successful applicants of its policies on accommodating employees with disabilities when making employment offers.	-	Ongoing
Informing employees of supports - Inform employees of policies used to support employees	IPAC will inform employees of its policies supporting employees with disabilities, including those related to job accommodation, accessible	July 2026	In progress

with disabilities, including job accommodation policies.	formats and communication support. These documents will be included in onboarding materials and communicated to employees whenever updated.		
Accessible formats and communication supports for employees - Provide accessible workplace information and job-related information in accessible formats upon request.	Upon request, IPAC will consult with employees with disabilities to provide or arrange for accessible formats and communication support for information needed to perform their job, and for information generally available in the workplace.	-	Ongoing
Workplace emergency response information - Provide individualized workplace emergency response information where required and where the need is known.	IPAC will provide individualized workplace emergency response information to employees with disabilities where the need for accommodation is known and such information is necessary.	-	Ongoing
Documented individual accommodation plans - Maintain a written process for developing individual accommodation plans.	IPAC will maintain a written process for developing documented individual accommodation plans for employees with disabilities, based on individual requests and supporting information, where required.	July 2026	Ongoing
Return-to-work process - Maintain a documented return-to-work process for employees absent due to disability and requiring accommodation.	IPAC will maintain a documented return-to-work process for employees who have been absent due to disability and require disability-related accommodation to return to work.	July 2026	Ongoing
Performance management, career development, and redeployment - Take accessibility needs and accommodation plans into account in these employment processes.	IPAC will consider the accessibility needs of employees with disabilities, as well as any documented individual accommodation plans, in its performance management, career development, and redeployment processes.	-	Ongoing

Draft Rev. 3 - The first draft was prepared on April 22, 2026, and has been reviewed multiple times.