

Accessibility Multi-Year Plan

JH Staffing Solutions-400

January 2024

JH staffing Solutions Accessibility Multi-Year Plan 2024-2029

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MULTI-YEAR ACCESSIBILITY PLAN 400.1

Although we may or may not be required to have a Multi-Year Accessibility Plan under the *Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c. 11, (AODA)*, we would like to be pro-active and identify, consider removing, and prevent accessibility barriers across the organization, whether faced by customers or employees.

SEEKING TO ACHIEVE ACCESSIBLE ENVIRONMENTS 400.2

This is the organization's first multi-year plan (Plan), which outlines our early understanding of accessibility, our goals and efforts in building an environment that contributes with the inclusion of people with disabilities.

The Plan focuses on recognizing, assessing and implementing strategies to remove barriers against disabilities. It covers the period from 2024-2029 and includes both new and continuing priorities.

GUIDING PRINCIPLES 400.3

1. **Leadership.** The organization will lead by example in accessibility by striving for maximum accessibility.
2. **Dignity.** We will endeavour to provide goods and services, and workplace environments to people of all abilities.
3. **Adaptability.** We will adapt to current and emerging circumstances in a manner that contributes to facilitate increased participation of employees and customers.
4. **Collaboration.** Addressing accessibility barriers requires a collaborative approach and is a shared responsibility. We welcome our customers and employees' engagement.

PROGRESSIVE IMPLEMENTATION 400.4

The Organization has an accessibility Plan for customers and employees with accessibility standards. In those policies JH Staffing Solutions lists potential barriers that customers and/or employees may face, and how to deal with such barriers.

JH Staffing Solutions' accessibility representative reviews each of the listed standard periodically and considers any other not-listed accessibility barriers, which can be found by the representative or informed to the representative by customers and/or employees.

The representative will chair all accessibility committees appointed by the representative to assess listed and not listed barriers and their respective standards or proposed standards. The committee will make relevant decisions about the development of any measures an appropriate timeframe for the implementation of the measures, policies, practices and requirements identified by the committee, including:

1. range of disabilities that the measures, policies, practices and requirements are intended to address;

2. nature of the barriers that the measures, policies, practices and requirements are intended to identify, remove and prevent;
3. any technical and economic considerations that may be associated with their implementation; and
4. any other consideration required under the committee's terms of reference.

CONCLUSION 400.5

JH Staffing Solutions' accessibility policies will be reviewed periodically. And the Plan will also be reviewed periodically but at least every five years. Accessibility is everyone's responsibility and JH Staffing Solutions welcomes feedback and comments from customers and staff.

REFERENCES 400.6

This Plan references the following related documents:

1. *Accessibility for Ontarians with Disabilities Act*, 2005, S.O. 2005, c. 11
2. O. Reg. 191/11: Integrated Accessibility Standards
3. JH Staffing Solutions' accommodation policies and practices

ADMINISTRATION 400.7

This Accessibility Multi-Year Plan was first written and implemented on January, 2024. It was developed, updated, and reviewed by JH Staffing Solutions' human resources department.

If customers or staff have a question or comment about the Plan, they should contact:

hr@jhworldservices.com

The Plan is reviewed periodically, but at least once every five years.

ACKNOWLEDGEMENT & RECEIPT 400.8

Date

I, _____, hereby acknowledge receipt of JH Staffing Solutions' Accessibility Multi-Year Plan 2024-2029, which I have read and understand.

Staff's signature

Supervisor/Manager

JH Staffing Solutions

This page is to be forwarded to JH Staffing Solutions' head office immediately after signing.