

GENERAL

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Statement of Commitment

CDI International is committed to giving people of all abilities equal access to participate fully in employment by identifying and removing barriers and addressing the needs of those with varying abilities. We are committed to treating people with disabilities in a way that allows them to maintain dignity and independence.

This plan is the first step in making sure we reduce or remove barriers that people with disabilities face so that everyone can participate in our programs.

EMPLOYMENT

All persons must be treated with dignity regardless of their disabilities.

All persons will have the same opportunities to make for themselves the life that they are able regardless of their disabilities.

CDI International is committed to building a diverse and inclusive workplace because we know our employees are key to the work we do.

We will do this by evaluating current hiring practices and making sure changes are made to reduce barriers that impact people with disabilities.

Our onboarding process will make sure that all new employees know about tools and resources to help them.

Barriers:

Actions:

THE BUILT ENVIRONMENT

We will do an environmental scan and work with consultants on assessing our facilities to improve our accessibility.

**bathroom on ground level, accessible

**All doors are level to ground

Construction of building meets current accessibility standards

We will make sure all persons have barrier-free access to participate in employee activities regardless of their disability.

Building structures must take in to account the varied disabilities of persons within the building or needing access to the building.

Barriers:

Actions:

INFORMATION AND COMMUNICATION TECHNOLOGIES

We want to make sure that our information and technology products can be accessed and used by all. All communication and technologies available to all staff must take in to account the varied disabilities of persons needing access.

CDI will supply appropriate hardware and software for all employees regardless of disability upon request.

Existing technology systems will be assessed and areas for improvement will be identified.

Barriers:

Actions:

COMMUNICATION, OTHER

All other communication, including written and verbal must take into account the varied disabilities of the persons needing access.

Barriers:

Actions:

THE PROCUREMENT OF GOODS, SERVICES AND FACILITIES

CDI International staff will take into account the accessibility design, criteria and features when purchasing or acquiring goods or services.

We will make sure our employees and clients can access the tools they need to interact with us in the fullest way possible

Barriers:

Actions:

THE DESIGN AND DELIVERY OF SERVICES

Persons with disabilities must be involved in the development of the accessibility plan.

** The fleet is composed of ____? In cases where an employee requires accessibility features in order to operate a fleet(?) vehicle accommodations would be investigated.

Our programs and services should be designed and delivered in a way that makes them accessible for everyone.

Barriers:

Actions:

TRANSPORTATION

We want to make sure that anyone who interacts with the public, provides physical help, handles mobility aids, and helps with specialized equipment are trained on their responsibilities.

Barriers:

Actions:

AREAS DESIGNATED UNDER REGULATIONS AND MADE UNDER Paragraph 117-1-B

Barriers:

Actions:

Consultations

**You must set out the manner in which your organization consulted persons with disabilities in the preparation of your accessibility plan. While maintaining respect for consultation participants' right to privacy, we recommend that you describe how you consulted (in-person or virtual meetings, surveys, or other means), whom you consulted (individuals, experts, and organizations), and what comments or data you received. You could include more details about your consultations in an annex. ESDC will publish additional guidance on consulting persons with disabilities.

