



### **Statement of Commitment**

ATX is committed to eliminating barriers and improving accessibility for individuals with disabilities to afford equal opportunities of goods and services. This Policy supports and reinforces the obligations set forth in ATX's Accessible Customer Service Policy.

This Policy is intended to meet the requirements of the Integrated Accessibility Standards Regulation (IASR), and to address those standards identified as applicable to ATX, specifically the:

- Information and Communication Standards; and
- Employment Standards

### **Multi-Year Accessibility Plan**

ATX will develop, maintain and document a multi-year accessibility plan outlining the company's strategy to prevent and remove barriers from its workplace and to improve opportunities for persons with disabilities. We will review and update the plan at least once every five years and it will be posted on our website. We will provide a copy of the accessibility plan in an alternate accessible format upon request.

### **Training**

ATX is committed to training employees who work in Ontario on Ontario's accessibility laws and on accessibility aspects of the Ontario Human Rights Code that apply to persons with disabilities. Training will be appropriate to the duties of the employees. Employees will be kept informed on an ongoing basis when changes are made to these policies, practices and procedures. We will maintain records of all training conducted pursuant to this policy.

### **Information and Communications**

ATX is committed to meeting the communication needs of people with disabilities. When asked, we will provide information and communications materials in accessible formats or with communication supports. This includes publicly available information about our goods, services and facilities, as well as publicly available emergency and safety information.

### **Employment**

ATX is committed to fair and accessible employment practices. We will notify employees and the public about the availability of accommodations for applicants with disabilities. If a selected applicant requests an accommodation, we will consult with the applicant and provide or arrange for the provision of a suitable accommodation that takes into account the applicant's disability. We will notify successful applicants of the policies for supporting and accommodating employees with disabilities. We will create an individual accommodation plan and/or workplace emergency information for any employees who have a disability, upon request. Our performance management, career development, re-assignment and return-to-work processes will take into account the accessibility needs of personnel with disabilities.

### **Modifications to this or other Policies**

This policy and its related procedures will be reviewed as required in the event of legislative changes. This policy will be made available in alternative formats upon request.

