



ATX is committed to working towards full compliance with all standards under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) as they are introduced. In doing so, we affirm our commitment to providing quality services in a manner that respects the dignity and independence of persons with disabilities.

This Multi-Year Accessibility Plan outlines the policies, achievements and actions that ATX has put in place to improve opportunities for people with disabilities.

Accessibility Standard	Actions	Implementation Status
Establishment of Accessibility Policies	Create policies and post to the ATX public website and internal HR intranet.	Completed.
Accessibility Plans	Create plans and post to the ATX public website and internal HR intranet.	Completed.
Training	All ATX employees will be provided with training on accessibility standards as it relates to people with disabilities. Training will be made available in an accessible format upon request and training records will be kept in pursuant to this legislation.	Completed.
Accessible Websites & Web Content	ATX will ensure that the public website meets the accessibility requirements of WCAG 2.0 at Level AA as of January 1, 2021.	To be completed by January 1, 2021.
Feedback	Create a process for accessible feedback.	Completed.
Accessible Formats & Communication Support	Create a process for requesting accessible formats and communication support.	Completed.
Workplace Emergency Response Information	Create a process for requesting individualized workplace emergency response information.	Completed.
Employment	In compliance with applicable law, ATX will develop and implement employment practices to encourage people with disabilities to participate fully in all aspects of the organization by: <ul style="list-style-type: none"> • Notifying candidates about the availability of accommodations for applicants with disabilities by including a statement in all internal and external job postings; • Inclusive employment 	Completed.

	<p>practices for recruitment, retention and career development;</p> <ul style="list-style-type: none"> • Providing managers with accessibility training, tools and templates to support employee/workplace accommodations and address non-discrimination; • Notifying successful applicants of the Accessibility policies and procedures in place at ATX. 	
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ATX will next review this Multi-Year Accessibility Plan in 2022 and every 5 years thereafter. To obtain this document in an alternate format, please contact hr@atxnetworks.com or 905-428-6068.

