

AODA Accessibility Plan & Policy

This accessibility plan outlines the policies and actions that VitalAire has put in place to improve opportunities for people with disabilities.

Statement of Commitment

VitalAire is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of people with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

Accessible Emergency Information

VitalAire is committed to providing our customers and clients with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities with individualized emergency response information when necessary.

Training

VitalAire is committed to providing our employees with training and it is provided on a continuous basis to all newly hired employees of VitalAire as part of our onboarding process.

Information and communications

VitalAire is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine and deliver their information and communication needs.

Employment

VitalAire is committed to fair and accessible employment practices. VitalAire will accommodate people with disabilities during the recruitment and assessment processes and when people are hired:

Design of Public Spaces

VitalAire will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces. Public spaces include:

- Accessible parking
- Service-related elements like service counters, and waiting areas
- Restrooms

In the event of a service disruption, we will notify the public of the service disruption and alternatives available.

For more information

For more information on this accessibility plan, please contact Mira Ringl (Manager, Human Resources) at:

- Phone: 905 855 0414 ext 1228 or 1068
- Email: angela.rozenveld@airliquide.com or mira.ringl@airliquide.com

Accessible formats of this document are available free upon request.