



# GWAL

Goodkey Weedmark & Associates Ltd.

## Multi-Year Accessibility Plan

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At Goodkey, Weedmark and Associates Ltd. we are committed to creating an environment that is accessible and inclusive for everyone including people with disabilities. We understand how critical it is to establish an environment at work and in our services that respects each person's independence and dignity.

In compliance with the guidelines set forth by the Accessibility for Ontarians with Disabilities Act (AODA), we have created and are putting into action a comprehensive multi-year accessibility plan as part of our commitment to accessibility. Our methods for locating, eliminating, and preventing obstacles to accessibility in different areas of our business are described in this plan.

Our Multi-Year Accessibility Plan Includes:

### Year 1: Assessment and Policy Development

- ✦ Conducting a thorough accessibility compliance assessment.
- ✦ Implementing developed accessibility policies covering areas such as information and communication, employment, and the built environment.
- ✦ Maintaining our training programs to make sure all staff members are aware of their responsibilities for promoting accessibility.
- ✦ Ensuring accessible information and communication through our digital platforms.

### Year 2: Implementation and Integration

- ✦ Maintaining accessible clientele service practices and procedures.
- ✦ Maintaining inclusive employment practices and hiring procedures.
- ✦ Identifying and addressing physical barriers in our facilities.

### Year 3: Monitoring, Evaluation, and Continuous Improvement

- ✦ Regular evaluation of established reporting and monitoring system to assess progress.
- ✦ Maintaining effective feedback mechanisms from employees and clients with disabilities.
- ✦ Conducting continuous training and awareness programs for our staff.
- ✦ Regularly reviewing and updating our accessibility policies to remain current with legislation and best practices.



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## Statement of Commitment

We are committed to ensuring that accessibility is embedded in our company culture and operations. We value diversity and strive to create an inclusive environment where everyone feels welcome and can fully participate. We encourage feedback from our employees, clients, and stakeholders as we work towards continuous improvement.

By openly communicating our commitment to accessibility, we aim to raise awareness, encourage understanding, and foster a culture of inclusion. We invite you to join us on this journey towards a more accessible and inclusive future.

## Contact Information

For inquiries or feedback related to accessibility, please contact:

By email:

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