



## **The Christian and Missionary Alliance in Canada**

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

The Christian and Missionary Alliance in Canada is striving to meet the needs of its employees and guests with disabilities and is working hard to remove and prevent barriers to accessibility.

Our organization is committed to fulfilling our requirements under the Accessibility for Ontarians with Disabilities Act.

Our Multi-Year Accessibility Plan outlines the steps The Christian and Missionary Alliance in Canada is taking to meet those requirements.

The Christian and Missionary Alliance in Canada is committed to providing Accessibility Awareness. We ensure all staff and guests are aware that we will provide individual accommodations.

We want all team members and visitors to feel valued, and respected. The C&MA is committed to researching and promoting new initiatives to ensure a safe, healthy and inclusive culture.

#### **Training:**

We are committed to training our staff on Accessibility, including revisions on policy and current legislation

#### **Employment:**

Fair and Accessible employment practices play a major role in our recruitment and on-boarding processes. A notice of Accommodation will be included with every job posting as of January 2020. We provide a notice of accommodation in our recruitment and on-boarding processes.

During the recruitment process, the following will be considered:

- Interviewing timelines – flexible if candidate requires more time.
- Support person to attend an interview.
- Paperwork – assist with paperwork, if the candidate has a learning disability or vision loss.
- Testing of skills – vision loss etc.

During the on-boarding process:

- Individual Accommodation plans will be determined with the employee and supervisor.
- All staff policies will be available in accessible format upon request.

Career Development and Advancement:

Create a workplace where all staff can advance in their careers. We will work to take down barriers when necessary to propel employees forward in their career goals.

### **Mental Health:**

The Christian and Missionary Alliance in Canada recognizes and acknowledges individual learning disabilities and provides accommodations and support systems.

### **Website Accessibility:**

We are moving forward in the area of time-based media. We are in the process of writing a policy and procedure for creating an accessible alternative for time-based media. Currently, we do include alternatives for time-based media, but not consistently. It is our intention to have this policy and procedure in place as soon as possible.

### **Information and Communications:**

The Christian and Missionary Alliance in Canada is committed to making our information and communications accessible to people with disabilities.

### **For More Information:**

For more information on this accessibility plan, please contact Sandra Browne at 416-674-7878 Ext. #348, or email [Sandra.browne@cmacan.org](mailto:Sandra.browne@cmacan.org)

**Website & Social Media Addresses:**

Accessible formats of this document are available upon request.

Website: <https://www.cmacan.org/>

Facebook: <https://www.facebook.com/CMAAllianceinCanada>

Twitter: <https://twitter.com/CMAinCanada>

Instagram: <https://twitter.com/CMAinCanada>

Vimeo: <https://vimeo.com/cmaincanada>