

ACCESSIBILITY POLICY

Eventscape's Commitment

Eventscape is committed to making every effort to meet the needs of its employees and customers with disabilities. We are committed to treating people in a way that respects the principles of dignity, independence, integration, and equal opportunity by removing and preventing barriers to accessibility and meeting our accessibility requirements under the Accessibility for Ontarians with Disabilities Act and Ontario's accessibility laws.

Employee Training

New employees to Eventscape will be trained on within one month from their date of hire.

Training will include:

- An overview of the Accessibility for Ontarians with Disabilities Act, 2005
- Accessible Customer Service Standard
- Ontario Human Rights Code
- Additional accessibility training as it relates to their role

Information and Communications Standard

We will communicate with people with disabilities in ways that take into account their disability. When asked, we will provide information about our organization and its services, including public safety information, in accessible formats or with communication supports.

We will also meet internationally-recognized Web Content Accessibility Guidelines (WCAG) 2.0 Level AA website requirements in accordance with Ontario's accessibility laws.

Employment Standard

Eventscape is committed to removing barriers from every stage of the employment relationship. Eventscape shall notify its employees, applicants, and the public about the availability of accommodations that can be made during the recruitment and hiring process.

This means, notifying employees, applicants, and/or the public that supports are available for those with disabilities including putting in place a process to develop individual accommodation plans for our employees.

Where needed, we will also provide customized emergency information to help an employee with a disability during an emergency.

Our performance management processes will take into account the accessibility needs of all employees.

Changes to Existing Policies

Eventscape will review its policies regularly and amend our policies to ensure they align with current accessibility laws and promote the dignity and independence of people with disabilities.

Last Reviewed: June 2021

Accessibility Multi-Year Plan

Eventscape Inc.

Eventscape is an award winning custom architectural fabricator, founded on innovation and a constant desire to creatively evolve. Our team consists of architects, engineers, industrial and graphic designers, carpenters, metal fabricators and other specialized fabricators who reshape space.

Eventscape's Commitment to persons with disabilities

Eventscape 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 and are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and by meeting our accessibility requirements under Ontario's accessibility laws.

Eventscape Multi-Year Accessibility Plan

Part 1 - General Requirements

Initiative	Description	Status	Compliance Date
Establishment of Accessibility Policies	Establish, implement, and maintain policies governing how Eventscape will achieve accessibility through the requirements under the IASR	Compliant	January 1, 2016
Accessibility Plans	Establish, implement, maintain a multi-year accessibility plan Post the accessibility plan on company website and provide the plan in an accessible format upon request. Review every 5 years.	Compliant	January 1, 2021
Training	Ensure training is provided on the requirements of the accessibility standards referred to in this Regulation and the Human Rights code as it pertains to persons with disabilities. Train new hires within 1 month of hire.	Compliant & ongoing	January 1, 2016

Part 2 – Information and Communication Standards

Initiative	Description	Status	Compliance Date
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Emergency Response Information	<p>Provide publicly available emergency information in an accessible way upon request.</p> <p>Create process for documenting accessibility issues for employees and for documenting individualized workplace emergency response information.</p> <p>Regularly review emergency response information</p>	Compliant & Ongoing	January 2016
Website Accessibility	Make all new websites and content on site conform with WCAG 2.0, Level AA	Ongoing	January 1, 2021
Feedback	Implement process for receiving and responding to feedback and ensure processes are accessible to persons with disabilities	Compliant	January 2016
Accessible Formats & Communication Supports	Arrange for the provision of accessible formats and communication supports for persons with disabilities in a timely manner that takes into account the person's accessibility needs and at a cost that is no more than the regular cost charged to other persons	Compliant	January 2016

Part 3 – Employment Standards & Recruitment

Initiative	Description	Status	Compliance
General Recruitment	Eventscape shall notify its employees and the public about the availability of accommodation for applicants with disabilities in its recruitment processes.	Compliant	January 2016
Assessment Process	Eventscape shall notify job applicants, when they are individually selected to participate in an assessment or selection process, that accommodations are available upon request in relation to the materials or processes to be used.	Compliant	January 2016

Selection Process	If a selected applicant requests an accommodation, Eventscape shall consult with the applicant and provide or arrange for the provision of a suitable accommodation in a matter that considers the applicant's accessibility needs due to disability.	Compliant	January 2016
Notice to Successful Applicants	Eventscape shall, when making offers of employment, notify the successful applicant of its policies for accommodating employees with disabilities.	Compliant	January 2016
Accessible formats & Communication Supports for Employees	<p>Consult with the employee to arrange for the provision of accessible formats and communications supports for information that is needed in order to perform the employee's job and information that is generally available to employees in the workplace</p> <p>Implement process to ensure employees know about the Company's policies for supporting employees with disabilities.</p>	Compliant	January 2016
Documented Individual Accommodation Plans	<p>Have a written process for the development of documented individual accommodation plans for employees with disabilities, that include:</p> <ul style="list-style-type: none"> • Employees requesting accommodation can participate in the development of the individual accommodation plan. • Employee is assessed on an individual basis. • Employer can request evaluations by outside medical or other expert at the employer's expense. • Employee can request the participation of a representative from the workplace in the development of the accommodation plan. • Steps to protect the privacy of the employee's personal information. • Frequency with which the individual accommodation plan will be reviewed and updated, and how • If an individual accommodation plan is denied, the manner in which the reasons for the denial will be provided to the employee. • Means of providing the individual accommodation plan in a format that takes into account the employee's accessibility needs. 	Compliant	January 2016

Return to Work Process	<p>Develop and a return to work process for its employees that require disability-related accommodations in order to return to work.</p> <p>The return to work process shall:</p> <ul style="list-style-type: none"> • outline the steps to facilitate the return to work of employees who were absent because of their disability; and • use individual documented accommodation plans 	Compliant	January 2016
Performance Management	Ensure Performance Management process takes into account the accessibility needs of employees with disabilities, and individual accommodation plans. Make performance plans, review documents in accessible formats when asked	Compliant	January 2016
Career Development & Advancement	Take into account the accessibility needs of employees with disabilities, as well as any individual accommodation plans, when providing career development and advancement to employees with disabilities.	Ongoing	January 2016
Redeployment	Take into account the accessibility needs of its employees with disabilities, as well as individual accommodation plans, when redeploying employees with disabilities	Ongoing	January 2016

Last Reviewed: June 2021