



Accessibility Plan Progress Report

Written by: Tammy Lévesque, HS Specialist	Date of Issue : May 27, 2024
Approved by : Jim MacEwen	
Location : All facilities	

1 GENERAL

1.1 COMMITMENT STATEMENT

MacEwen Agricentre Inc. is committed to removing and preventing barriers to ensure accessibility for all employees, customers, and visitors living with disabilities. We support accessibility requirements consistent with the principles of independence, dignity, and equal opportunity. MacEwen's Accessibility Plan represents our commitment to taking steps in support of creating a barrier-free Canada. As such, we value the lived experience of our employees and clients and will continue to understand and learn from their feedback.

The Year 2 Accessibility Plan Progress Report outlines MacEwen's commitments and actions, and highlights the progress made on the priority areas of the Accessibility Plan (Multi-Year 2023-2026) from December 14, 2023, to May 31, 2024.

1.2 FEEDBACK ON MAC EWEN'S ACCESSIBILITY PLAN

Feedback from employees, clients and visitors is always welcome. There are several ways feedback can be submitted.

Position Title: Health and Safety Specialist

Email: info@macewenag.com

Phone: 613-527-2175 or toll-free 1-800-267-2430

Mail:

MacEwen Agricentre Inc.
40 Catherine St. W., PO 580
Maxville, ON K0C 1T0

1.3 ALTERNATE FORMATS

Alternative formats of this Progress Report and a description of our feedback process are available on request:

- In English and French audio formats, within 45 days of initial request,
- American Sign Language (ASL), Langue des signes Québécoise (LSQ) and Indigenous Sign Language (PISL), within 45 days of initial request,



- Print and Large Print alternative formats, within 15 days of initial request,
- Braille format, within 45 days of initial request.

2 ACCESSIBILITY PLAN PROGRESS

In accordance with the *Accessible Canada Act*, MacEwen has published this progress report which delivers an update on our goals for each of the key priority areas listed in the Act.

2.1 EMPLOYMENT

Goal #1

Provide awareness training for all managers, supervisors and employees on accessibility barriers faced by people with disabilities.

STATUS: Completed

Note: AODA training now forms part of the basic onboarding training package for new hires to the organization.

Goal #2

We plan to update our statement in our employment policy that accommodation for employees with disabilities is available throughout the employment process.

STATUS: In Progress, delayed

EXPECTED COMPLETION: Q4 2024

Goal #3

We plan to encourage more employees with disabilities to let management know of any accommodation that can be made to make our workplace better.

STATUS: In Progress

EXPECTED COMPLETION: Q4 2024

Note: This initiative will also form part of the revised Early and Safe Return to Work Program.

2.2 THE BUILT ENVIRONMENT

Goal #4

Add accessible parking spaces on site as they are not clearly marked with the International Symbol of Accessibility.

STATUS: Not Started

EXPECTED COMPLETION: 2025

Goal #5

Update our emergency response plan to include people with disabilities.

STATUS: In Progress, delayed

EXPECTED COMPLETION: Q3 2024

2.3 INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT)

Goal #6

Consult with a web accessibility expert in the development of our new website to make sure that the new website is as accessible as possible.



STATUS: In Progress
EXPECTED COMPLETION: 2024

Goal #7

Replace our website for one that is more accessible.

STATUS: In Progress
EXPECTED COMPLETION: 2024

Goal #8

Accessibility will be considered by MacEwen in all procurement of information technology products by including specific accessibility requirements in bid invitations.

STATUS: Not Started
EXPECTED COMPLETION: 2025

2.4 COMMUNICATION, OTHER THAN ICT

Goal #9

All new videos created by MacEwen and posted on our website or social media accounts will have captions and a transcript of the information found in the video.

STATUS: Not Started
EXPECTED COMPLETION: 2025

Goal #10

All new pictures and images on MacEwen's website will have alt-text description.

STATUS: Not Started
EXPECTED COMPLETION: 2025

2.5 PROCUREMENT OF GOODS, SERVICES AND FACILITIES

Goal #11

Develop requirements for accessibility considerations to be included from the start in all procurement processes.

STATUS: Not Started
EXPECTED COMPLETION: 2025

2.6 DESIGN AND DELIVERY OF PROGRAMS AND SERVICES

Goal #12

Communicate with people with disabilities in ways that consider their disability.

STATUS: Not Started
EXPECTED COMPLETION:

Goal #13

Train staff who communicate with customers on how to interact and communicate with people with various types of disabilities.

STATUS: Not Started
EXPECTED COMPLETION: 2025

Goal #14



Offer to communicate with customers in person, by email, in writing or any other alternative format requested by the customer.

STATUS: In progress

Note: Verbiage to be added to our new website, in English and French.

Goal #15

Ensure that customers are able to use their personal assistive devices while on our premises.

STATUS: Completed

2.7 TRANSPORTATION

MacEwen transports crop inputs, grain, and feed, but does not transport people. The ACA focuses on the transportation of people, therefore MacEwen does not have any actions in this area.

3 CONSULTATIONS

In December 2023, following the publication of MacEwen Agricentre’s Accessibility Plan, a survey was sent out to all staff pertaining to the status of accessibility in the workplace from the employees’ point of view. 71% of workers responded to the survey. Surveys were anonymized and included the following questions:

- Do you identify as a person with a disability (any impairment, including a physical, mental, intellectual, cognitive, learning, communication, or sensory impairment—or a functional limitation—whether permanent, temporary, or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person’s full and equal participation in society)?
- Have you disclosed your disability to your supervisor or Human Resources?
- Are there enough accessible parking spots in the parking lot?
- Do curbs and sidewalks allow easy movement with personal assistive devices (for example, wheelchairs, walkers, or oxygen tanks)?
- Are all doorways, aisles, pathways, and corridors wide enough for assistive devices to pass?
- Is all signage properly accessible (that is, clear and easy to read)?
- Are emergency systems, including signs and alarms, clearly marked visually and audibly?
- Do washrooms allow access with assistive devices?
- Do all stairwells have adequate handrails?
- Do all steps have non-slip surfaces?
- Have you completed disability awareness training at MacEwen?

The feedback from the survey informed this Progress Report. The feedback is summarized in the next section. Persons living with a disability were among those who provided feedback.

4 FEEDBACK

During the past year, MacEwen has not received any requests using the feedback process. Because no requests were received, MacEwen will consider improving awareness about its feedback process in 2024/25.



The survey identified the following barriers: #

- Built Environment: lack of accessible parking spots.
- Built Environment: Curbs and sidewalks do not allow for easy movement.
- Built Environment: Some washrooms do not provide access with assistive devices.
- Employment: not all employees have disclosed their disability to their supervisor/HR.
- Communication, Other than ICT: Emergency signs and alarms are not clearly marked visually and audible.

Overall employees felt the Office was on track to meet its accessibility goals. The barriers identified will be reviewed and form part of the next progress report.