



MULTI-YEAR ACCESSIBILITY PLAN

2023 - 2028

Abstract

This multi-year accessibility plan was prepared in compliance with Ontario Regulation 191/11 under the Accessibility for Ontarians with Disabilities Act (AODA), 2005.

Creation date:	December 20, 2023
Revision date:	December 20, 2023

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INTRODUCTION

Our multi-year plan places a strong emphasis on identifying, preventing, and removing barriers that persons with disabilities may encounter. We understand that barriers can manifest in various forms, whether physical, technological, communicative, or attitudinal. Through regular assessments with the disability community, we pledge to proactively address these barriers and continually improve our accessibility initiatives.

Our commitment to accessibility is not static. We will regularly review and update our multi-year plan, incorporating feedback and insights to ensure its relevance and effectiveness. Through transparent communication and accountability, we aim to be a leader in accessibility, setting benchmarks for continuous improvement.

At Pentalift Equipment Corporation, we believe that accessibility is a shared responsibility. By adhering to the principles of independence, dignity, integration, and equality, we are dedicated to creating an environment where everyone can thrive.

STATEMENT OF COMMITMENT

At Pentalift, we are dedicated to creating an inclusive and accessible environment for all individuals, irrespective of their abilities. As part of our commitment to compliance with the Accessibility for Ontarians with Disabilities Act (AODA), we have developed a comprehensive multi-year plan spanning from 2023 to 2028.



ACCESSIBILITY PLAN INITIATIVES

1. ESTABLISHMENT OF ACCESSIBILITY POLICIES AND PLANS

Pentalift will by January 1, 2024

- Develop, implement and maintain a corporate policy or policies governing how the organization will achieve accessibility.
- Establish, implement and maintain a Multi-Year Accessibility Plan.
- Include within its Multi-Year Accessibility Plan a statement of commitment to meet the accessibility needs of persons with disabilities in a timely manner.
- Make the corporate policy and Multi-Year Accessibility Plan available to the public on Pentalift's website and available in accessible formats upon request.

2. TRAINING

Pentalift will by December 20, 2024

- Develop a training ensuring compliance with the AODA training standards.
- Provide training on the requirements of the IASR and on disability-related obligations under Ontario Human Rights legislation.
- Maintain records of the dates when training is completed and the individuals who completed the training.

3. INFORMATION AND COMMUNICATIONS

Pentalift will by January 1, 2024

- Put a statement on its website about the availability of accessible formats and communication supports and, upon request, provide or arrange for the provision of accessible formats in a timely manner.
- Ensure that the processes for receiving and responding to feedback are accessible to persons with disabilities by providing or arranging for the provision of accessible formats and communications supports, upon request.

4. EMPLOYMENT

Pentalift will by December 20, 2024

- Pentalift will develop and maintain a written process for the development individual accommodation plans for employees with disabilities.

INFORMATION AND FEEDBACK

For more information on this Accessibility Plan or to provide feedback, please contact us:

Email: accessibility@pentalift.com

Website: Accessibility Policy and Accessibility Plan