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## **Statement of Commitment Regarding Persons with Disabilities**

The goal of Communitech is to support the tech community at all stages of their growth. Communitech is committed to providing a barrier-free environment for our clients/customers, employees, job applicants, suppliers, visitors, and other stakeholders who enter our premises, and access our information. We are committed to doing so in a manner that respects the dignity, individuality, independence, and value of persons with disabilities.

As an organization, it is our goal to respect and uphold the requirements of all legislations, including the Accessibility for Ontarians with Disabilities Act (2005). Communitech will uphold the requirements under the AODA including Customer Service Standard and the Integrated Accessibility Standards Regulation. In addition, Communitech will include Employment, Information and Communications Standards.

Communitech has an important responsibility for ensuring a safe, dignified, and welcoming environment for everyone. We are committed to ensuring our organization's compliance with accessibility legislation by incorporating policies, procedures, equipment requirements, and training for employees. We will review these policies and practices on a regular basis. Additionally, Communitech will work to eliminate or minimize the adverse effects of barriers, including physical, environmental, attitudinal, communication, and technological barriers that may prevent any individuals from the full participation as part of our community.

In working towards that goal, we are committed to reviewing and incorporating the following information with our employees:

- Legislation regarding the Human Rights code and the Accessibility for Ontarians with Disabilities Act, 2005
- Integrated Accessibility Standards for Information and Communications, Employment and Transportation
- Accessible employment practices such as recruitment, assessment, and selection
- Developing emergency response plans and individual workplace accommodation plans for employees with disabilities
- Customer service standards
- Accessible communication supports and information formats (both digital and non-digital)



- Communicating with people with various forms of disabilities.
- Accessible websites and web content
- Assistive devices, mobility aids, service animals and support persons.
- Transportation vehicles and equipment requirements
- Notices of service disruptions (temporary or long-term)
- Communittech's relevant policies and procedures regarding accessibility
- Reporting procedures
- Training procedures

Communittech realizes that providing accessible and barrier-free environments for everyone is a shared effort. As a community, all businesses and services must work together to make accessibility happen. For more detailed information on our accessibility policies, plans, and training programs, please contact Human Resources.