

Multi-Year Accessibility Plan: 2024-2029

Introduction

In 2005, the Ontario government passed the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) with the goal of making Ontario fully accessible by 2025. The Integrated Accessibility Standards Regulation (IASR), under the AODA, requires SBM to develop and maintain a multi-year accessibility plan that outlines the company's strategy for improving opportunities and accessibility for people with disabilities, while removing and preventing barriers, as required under the IASR.

Statement of Commitment

SBM is committed to fulfilling our requirements under the current standards of the IASR, under the AODA, to ensure that quality services, products, and facilities are provided to persons with a disability. SBM will continuously develop, implement, and maintain policies that govern how the organization achieves or will achieve accessibility through meeting AODA regulations.

To facilitate this commitment, SBM has established, maintained, and documented a multi-year accessibility plan that is reviewed and updated every five years to identify progress made in addressing barriers. This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities.

The multi-year initiatives set out in this plan continue the foundational work of previous plans and incorporate ongoing actions to advance accessibility and covers the five-year period of 2024-2029. This multi-year plan and related policies will be posted on SBM website and social media.

In alignment with our:

- Core Purpose: to enrich our communities by serving our SBM family and clients and
- Core Values: drive, humility, and balance,

SBM will continue to provide inclusive services and employment opportunities that respects dignity, advances independence, and fosters barrier-free participation of person with disabilities.

All staff are trained, as soon as practicable, after being hired and provide training in respect of any changes to the polices in accordance with current legislation. We maintain records of the training provided including the dates on which the training was provided and to whom it was provided.

Multi-Year Accessibility Plan

The following tables will highlight the specific strategies and actions, including projects and programs, SBM aims to accomplish to meet the requirements on the AODA to remove/prevent barriers to people with disabilities within the next five years. A timeline has been established that indicated the year the action plan/item is to be completed by.

Year 1: Assessment and Immediate Improvements

Year	Action Plan	Status		
		In Progress	Ongoing	Complete
2024	Conduct a comprehensive accessibility audit of all facilities and services.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2024	Develop and implement immediate accessibility improvements based on audit findings.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2020 - Present	Launch an employee training program focused on accessibility awareness and customer service.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2024	Update website to comply with WCAG 2.1 AA standards.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2024	Develop and finalize accessibility policies and procedures for various aspects of the business.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Year 2: Policy Development and Implementation

Year	Action Plan	Status		
		In Progress	Ongoing	Complete
2025	Establish a formal process for requesting accessible formats and accommodations.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2024 - 2029	Continue employee training with a focus on policy changes and advanced accessibility topics.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2025	Enhance communication channels for feedback and accessibility requests.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Year 3: Review and Expansion

Year	Action Plan	Status		
		In Progress	Ongoing	Complete
2026	Review and assess the effectiveness of implemented accessibility measures.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2026	Expand accessibility improvements based on feedback and evolving best practices.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

2026	Develop partnerships with local disability organizations to stay informed about new accessibility solutions and technologies.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2026	Continue to update the website and digital platforms as needed to maintain compliance with accessibility standards.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Year 4 & 5: Continuous Improvement and Innovation

Year	Action Plan	Status		
		In Progress	Ongoing	Complete
2027 - 2029	Review and assess the effectiveness of implemented accessibility measures.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2027 - 2029	Expand accessibility improvements based on feedback and evolving best practices.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2027 - 2029	Develop partnerships with local disability organizations to stay informed about new accessibility solutions and technologies.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2027 - 2029	Continue to update the website and digital platforms as needed to maintain compliance with accessibility standards.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

For More Information

For more information on this accessibility plan, please contact our HR department. Standard and accessible formats of this document are free on request via the following contact information:

Name	Phone Number	Email Address
Stik, Baldinelli, Moniz Ltd.	(519) 471-6667	sbm@sbmltd.ca

Our accessibility plan is publicly posted at the following online locations:

Name of Location	Website/Social Media Address
SBM Website	https://www.sbmltd.ca/