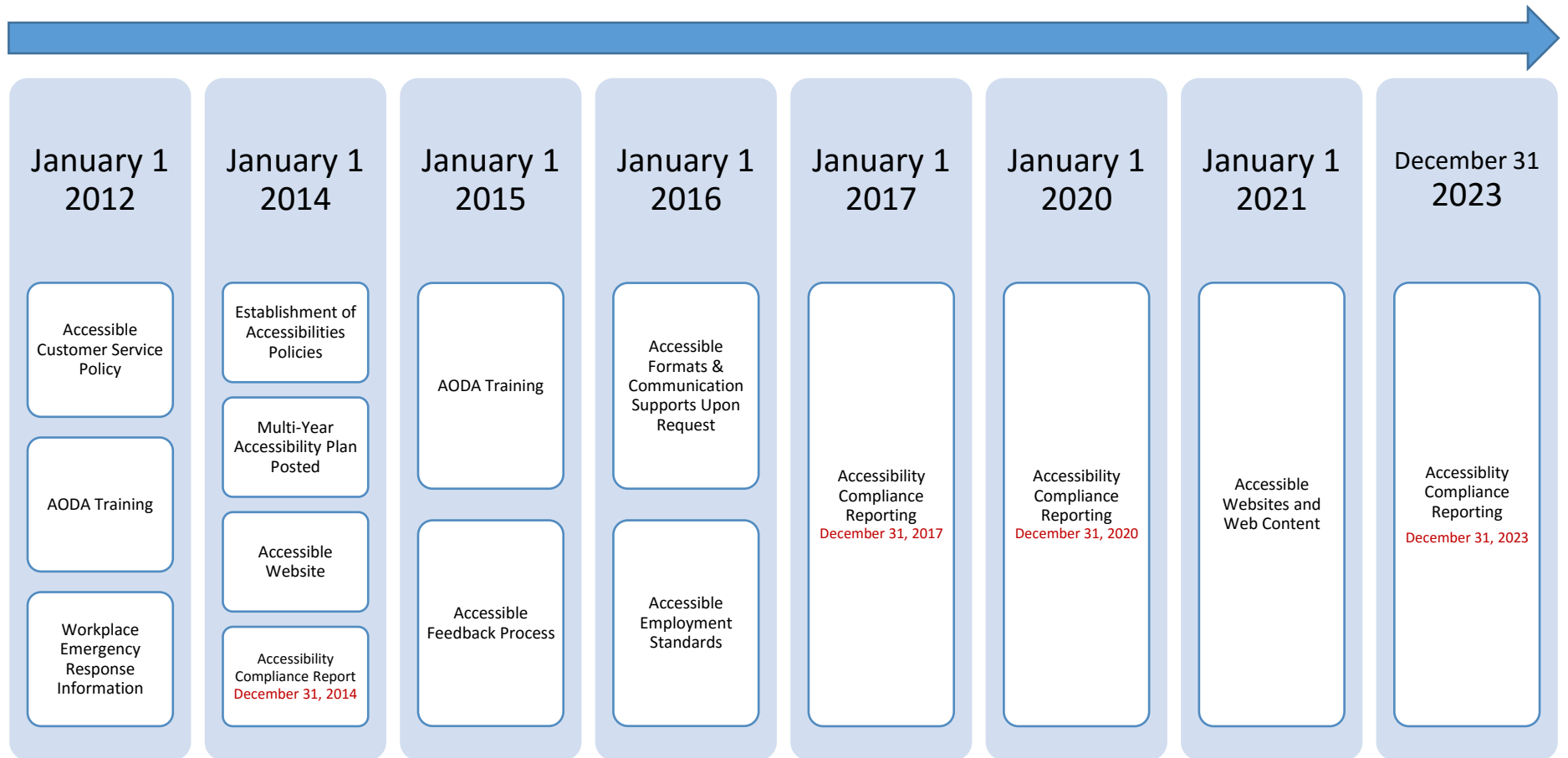




MULTI-YEAR ACCESSIBILITY PLAN



GENERAL REQUIREMENTS				
Section	Description	Company Action	Compliance Date	Status
3	<p>Establishment of Accessibility Policies</p> <p>3. (1) Every obligated organization shall develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements referred to in this Regulation.</p> <p>(2) Large organizations shall include a statement of organizational commitment to meet the accessibility needs of persons with disabilities in a timely manner in their policies.</p> <p>(3) Large organizations shall,</p> <p>(a) prepare one or more written documents describing its policies; and</p> <p>(b) make the documents publicly available, and shall provide them in an accessible format upon request.</p>	<p>Blue Star Construction Corp. is committed to the development, implementation and maintenance of policies governing how it will achieve accessibility through the requirements of the <i>Accessibility for Ontarians with Disabilities Act, 2005</i>.</p> <p>Blue Star Construction Corp. has implemented policies that take into account the requirements for Customer Standards and the Integrated Accessibility Standards that govern the provision of services under the AODA.</p>	January 1, 2014	Complete
4	<p>Accessibility Plans</p> <p>4. (1) The Government of Ontario, Legislative Assembly, designated public sector organizations and large organizations shall,</p> <p>(a) establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization's strategy to prevent and remove barriers and meet its requirements under this Regulation;</p> <p>(b) post the accessibility plan on their website, if any, and provide the plan in an accessible format upon request; and</p> <p>(c) review and update the accessibility plan at least once every five years.</p>	<p>A copy of Blue Star Construction Corp.'s Accessibility Plan is posted on the company website and will be provided to individuals in an accessible format upon request.</p> <p>Requests can be made by:</p> <ul style="list-style-type: none"> ▪ Email: info@bluestarconstruction.ca ▪ Telephone: 905-760-0080 ▪ In writing: Blue Star Construction Corp. 35-411 Four Valley Drive Vaughan, ON L4K 5Y8 ▪ Any other form that takes into account the individual's disability. <p>Blue Star Construction Corp.'s Accessibility Plan will be consistently under review until all objectives are carried out. Thereafter, Blue Star Construction Corp. will review and update its Accessibility Plan at least once every five years.</p>	January 1, 2014	Complete
7	<p>Training</p> <p>7. (1) Every obligated organization shall ensure that training is provided on the requirements of the accessibility standards referred to in this Regulation and on the Human Rights Code as it pertains to persons with disabilities to,</p> <p>(a) all employees, and volunteers;</p>	<p>Blue Star Construction Corp. shall ensure that training on the requirements of the accessibility standards referred to in the Regulation and the Human Rights Code is provided as soon as practicable to all employees and persons who deal with the public or other third parties on behalf of the Company.</p>	January 1, 2015 (ongoing thereafter)	Complete

GENERAL REQUIREMENTS				
Section	Description	Company Action	Compliance Date	Status
	<p>(b) all persons who participate in developing the organization's policies; and</p> <p>(c) all other persons who provide goods, services or facilities on behalf of the organization.</p> <p>(4) Every obligated organization shall provide training in respect of any changes to the policies described in section 3 on an ongoing basis.</p> <p>(5) Every obligated organization shall keep a record of the training provided under this section, including the dates on which the training is provided and the number of individuals to whom it is provided.</p>	<p>Revised training will be provided in the event of changes to the policies in section 3 on an ongoing basis.</p> <p>Training records shall be kept on file and will include the dates on which training was provided and who attended the training.</p>		

INFORMATION AND COMMUNICATIONS STANDARDS				
Section	Description	Company Action	Compliance Date	Status
11	<p>Feedback</p> <p>11. (1) Every obligated organization that has processes for receiving and responding to feedback shall ensure that the processes are accessible to persons with disabilities by providing or arranging for the provision of accessible formats and communications supports, upon request.</p>	<p>Blue Star Construction Corp. provides various ways for customers with disabilities to comment on our services and their customer experience.</p> <p>Feedback forms along with alternative methods of providing feedback such as verbally (in person or by telephone) or written (hand written, delivered, website or email), are available upon request.</p> <p>Customers that provide formal feedback will receive acknowledgement of their feedback, along with any resulting actions based on concerns that were submitted, within 10 business days of receipt of the feedback.</p>	January 1, 2015	Complete
12	<p>Accessible Formats and Communication Supports</p> <p>12. (1) Except as otherwise provided, every obligated organization shall upon request provide or arrange for the provision of accessible formats and communication supports for persons with disabilities,</p> <p>(a) in a timely manner that takes into account the person's accessibility needs due to disability; and</p> <p>(b) at a cost that is no more than the regular cost charged to other persons.</p> <p>(2) The obligated organization shall consult with the person making the request in determining the suitability of an accessible format or communication support.</p>	<p>Blue Star Construction Corp. has established a policy and procedure for providing or arranging for the provision of accessible formats and communication supports for persons with disabilities in accordance with the Regulation.</p> <p>Blue Star Construction Corp. will consult with the individual making the request to determine the best way to provide the accessible format or communication support.</p>	January 1, 2016	Complete

INFORMATION AND COMMUNICATIONS STANDARDS				
Section	Description	Company Action	Compliance Date	Status
	(3) Every obligated organization shall notify the public about the availability of accessible formats and communication supports.	Blue Star Construction Corp. will use its external website to notify the public about the availability of accessible formats and communication supports.		
14	<p>Accessible Websites and Web Content</p> <p>(2) Designated public sector organizations and large organizations shall make their internet websites and web content conform with the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0, initially at Level A and increasing to Level AA, and shall do so in accordance with the schedule set out in this section.</p>	Blue Star Construction Corp. shall ensure that the Company website and all web content published after January 1, 2012, conform to the Web Content Accessibility Guidelines (WCAG) 2.0 and will refer to the schedule set out in the IASR for specific compliance deadlines.	January 1, 2021 All internet websites and web content must conform with WCAG 2.0 Level AA, other than, i. success criteria 1.2.4 Captions (Live), and ii. success criteria 1.2.5 Audio Descriptions (Pre-recorded).	In Progress

EMPLOYMENT STANDARDS				
Section	Description	Company Action	Compliance Date	Status
22	<p>Recruitment, General</p> <p>Every employer shall notify its employees and the public about the availability of accommodation for applicants with disabilities in its recruitment processes.</p>	Blue Star Construction Corp. has amended its recruitment procedures to ensure its employees and the public are notified about the availability of accommodation for applicants with disabilities in its recruitment processes, in accordance with Section 22-32 of the Regulation.	January 1, 2016	Complete
23	<p>Recruitment, Assessment or Selection Process</p> <p>23. (1) During a recruitment process, an employer 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.</p> <p>(2) If a selected applicant requests an accommodation, the employer shall consult with the applicant and provide or arrange for the provision of a suitable accommodation in a manner that takes into account the applicant's accessibility needs due to disability.</p>	<p>Blue Star Construction Corp. has amended its recruitment process to ensure that job applicants are notified of the availability of accommodations when they are individually selected to participate in an assessment or selection process.</p> <p>Applicants will be informed that these accommodations are available, upon request, for the interview process and for other candidate selection methods. Where an accommodation is requested, the Company will consult with the applicant and provide or arrange for suitable accommodation.</p>	January 1, 2016	Complete

EMPLOYMENT STANDARDS				
Section	Description	Company Action	Compliance Date	Status
24	<p>Notice to Successful Applicants</p> <p>24. Every employer shall, when making offers of employment, notify the successful applicant of its policies for accommodating employees with disabilities.</p>	Successful applicants will be made aware of Blue Star Construction Corp.'s policies and supports for accommodating people with disabilities.	January 1, 2016	Complete
25	<p>Informing Employees of Supports</p> <p>25. (1) Every employer shall inform its employees of its policies used to support its employees with disabilities, including, but not limited to, policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability.</p> <p>(2) Employers shall provide the information required under this section to new employees as soon as practicable after they begin their employment.</p> <p>(3) Employers shall provide updated information to its employees whenever there is a change to existing policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability.</p>	<p>Blue Star Construction Corp.'s policies used to supports its employees with disabilities are available to employees, and will be provided to new employees within a reasonable time of having accepted employment with Blue Star Construction Corp.</p> <p>This information, including policies and applicable training, will be provided to new employees as soon as practicable after they begin their employment.</p> <p>Blue Star Construction Corp. will ensure that employees are aware of Company accessibility policies and any changes to these policies as they occur.</p>	January 1, 2016	Complete
26	<p>Accessible Formats and Communication Supports for Employees</p> <p>26. (1) In addition to its obligations under section 12, where an employee with a disability so requests it, every employer shall consult with the employee to provide or arrange for the provision of accessible formats and communication supports for,</p> <p>(a) information that is needed in order to perform the employee's job; and</p> <p>(b) information that is generally available to employees in the workplace.</p> <p>(2) The employer shall consult with the employee making the request in determining the suitability of an accessible format or communication support.</p>	<p>If an employee with a disability requests it, the Company will provide or arrange for the provision of accessible formats and communication supports, as soon as practicable for the following:</p> <ul style="list-style-type: none"> ▪ Information needed in order to perform his/her job; and ▪ Information that is generally available to all employees in the workplace. <p>Blue Star Construction Corp. will consult with the employee making the request to determine the best way to provide the accessible format or communication support.</p>	January 1, 2016	Complete
27	<p>Workplace Emergency Response Information</p> <p>27. (1) Every employer shall provide individualized workplace emergency response information to employees who have a disability, if the disability is such that the individualized information is necessary and the employer is aware of the need for accommodation due to the employee's disability.</p>	Where required, Blue Star Construction Corp. will create individual workplace emergency response information for employees with disabilities. This information will take into account the unique challenges created by the individual's disability and the physical nature of the	January 1, 2012	Complete

EMPLOYMENT STANDARDS				
Section	Description	Company Action	Compliance Date	Status
	<p>(2) If an employee who receives individualized workplace emergency response information requires assistance and with the employee's consent, the employer shall provide the workplace emergency response information to the person designated by the employer to provide assistance to the employee.</p> <p>(3) Employers shall provide the information required under this section as soon as practicable after the employer becomes aware of the need for accommodation due to the employee's disability.</p> <p>(4) Every employer shall review the individualized workplace emergency response information,</p> <p>(a) when the employee moves to a different location in the organization;</p> <p>(b) when the employee's overall accommodations needs or plans are reviewed; and</p> <p>(c) when the employer reviews its general emergency response policies.</p>	<p>workplace, and will be created in consultation with the employee.</p> <p>Workplace emergency response information will be reviewed when:</p> <ul style="list-style-type: none"> ▪ The employee moves to a different physical location in the organization; ▪ The employee's overall accommodation needs or plans are reviewed; and/or ▪ Blue Star Construction Corp. emergency response policies are reviewed. 		
28	<p>Documented Individual Accommodation Plans</p> <p>28. (1) Employers, other than employers that are small organizations, shall develop and have in place a written process for the development of documented individual accommodation plans for employees with disabilities.</p> <p>(2) The process for the development of documented individual accommodation plans shall include the following elements:</p> <ol style="list-style-type: none"> 1. The manner in which an employee requesting accommodation can participate in the development of the individual accommodation plan. 2. The means by which the employee is assessed on an individual basis. 3. The manner in which the employer can request an evaluation by an outside medical or other expert, at the employer's expense, to assist the employer in determining if accommodation can be achieved and, if so, how accommodation can be achieved. 4. The manner in which the employee can request the participation of a representative from their bargaining agent, where the employee is represented by a bargaining agent, or other representative from the workplace, where the employee is not represented by a bargaining agent, in the development of the accommodation plan. 	<p>Blue Star Construction Corp.'s accessibility policy outlines the company's process for the development of documented individual accommodation plans for employees with disabilities.</p> <p>The company's Individual Accommodation Plan process includes the elements outlined in Section 28 (2) and 28 (3) of the Regulation with respect to the development of documented individual accommodation plans.</p>	January 1, 2016	Complete

EMPLOYMENT STANDARDS				
Section	Description	Company Action	Compliance Date	Status
	<p>5. The steps taken to protect the privacy of the employee’s personal information.</p> <p>6. The frequency with which the individual accommodation plan will be reviewed and updated and the manner in which it will be done.</p> <p>7. If an individual accommodation plan is denied, the manner in which the reasons for the denial will be provided to the employee.</p> <p>8. The means of providing the individual accommodation plan in a format that takes into account the employee’s accessibility needs due to disability.</p> <p>(3) Individual accommodation plans shall,</p> <p>(a) if requested, include any information regarding accessible formats and communications supports provided, as described in section 26;</p> <p>(b) if required, include individualized workplace emergency response information, as described in section 27; and</p> <p>(c) identify any other accommodation that is to be provided.</p>			
29	<p>Return To Work Process</p> <p>29. (1) Every employer, other than an employer that is a small organization,</p> <p>(a) shall develop and have in place a return to work process for its employees who have been absent from work due to a disability and require disability-related accommodations in order to return to work; and</p> <p>(b) shall document the process.</p> <p>(2) The return to work process shall,</p> <p>(a) outline the steps the employer will take to facilitate the return to work of employees who were absent because their disability required them to be away from work; and</p> <p>(b) use documented individual accommodation plans, as described in section 28, as part of the process.</p> <p>(3) The return to work process referenced in this section does not replace or override any other return to work process created by or under any other statute.</p>	<p>Blue Star Construction Corp. provides return to work processes for employees who are absent from work due to a disability and requires disability-related accommodation(s) in order to return to work.</p> <p>The return to work process outlines the steps Blue Star Construction Corp. takes to facilitate the employee's return to work and shall use documented individual accommodation plans.</p>	January 1, 2016	Complete
30	<p>Performance Management</p>	<p>Blue Star Construction Corp. will consider the accessibility needs of employees with disabilities when implementing</p>	January 1, 2016	Complete

EMPLOYMENT STANDARDS				
Section	Description	Company Action	Compliance Date	Status
	<p>30. (1) An employer that uses performance management in respect of its employees shall take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when using its performance management process in respect of employees with disabilities.</p> <p>Career Development and Advancement</p> <p>31. (1) An employer that provides career development and advancement to its employees shall take into account the accessibility needs of its employees with disabilities as well as any individual accommodation plans, when providing career development and advancement to its employees with disabilities.</p>	<p>performance management processes, or when offering career development or advancement opportunities.</p> <p><i>Individual accommodation plans will be consulted, as required.</i></p>		

DESIGN OF PUBLIC SPACES STANDARDS				
Section	Description	Company Action	Compliance Date	Status
80	<p>Maintenance of Accessible Elements</p> <p>80.44 In addition to the accessibility plan requirements set out in section 4, obligated organizations, other than small organizations, shall ensure that their multi-year accessibility plans include the following:</p> <ol style="list-style-type: none"> 1. Procedures for preventative and emergency maintenance of the accessible elements in public spaces as required under this Part. 2. Procedures for dealing with temporary disruptions when accessible elements required under this Part are not in working order. O. Reg. 413/12, s. 6. 	<p>Blue Star Construction Corp. understands that service disruptions may occur due to reasons that may or may not be within the control of the Company. In the event of any temporary disruptions to facilities or services, reasonable efforts will be made to provide notification in a conspicuous place including the point of disruption, and/or by any other method that is reasonable under the circumstances.</p>	January 1, 2014	Complete