

2023-2025

Accessibility Plan

AEVITAS INC.

General

Aevitas Inc. is a hazardous waste service provider. We have been in business for over thirty years. We own and operate multiple hazardous waste facilities located in Alberta, British Columbia, Ontario, and Quebec. We provide hazardous waste transportation and disposal to commercial, industrial, and institutional customers across Canada.

The contents of this plan were developed in accordance with the Accessible Canada Act and Accessible Canada Regulations and describe what Aevitas Inc. is doing identify, remove, and prevent barriers in the following areas:



Employment



Built Environment



Information and Communication Technologies



Communication



The procurement of goods, services, and facilities



Design and delivery of services and programs



Transportation

Feedback

Aevitas Inc. welcomes feedback from customers, employees, and the public about accessibility. To provide feedback on Aevitas Inc.'s Accessibility Plan or accessibility barriers encountered please contact:



accessibility@aevitas.ca



Monday to Friday 8:30 am – 5:00 pm Eastern Standard Time

Phone: 519-740-1333 ext. 1032

Toll Free: 800-324-9018



Human Resources

Aevitas Inc.

75 Wanless Court

Ayr, Ontario NOB 1E0



Complete the online form

Feedback can be provided anonymously through mail, using the online form or by email provided the email address is generic and does not include identifying information or a personal signature.

Aevitas Inc. will respond to feedback within five (5) business days to let you know we received your feedback unless the feedback was anonymous. Please note that in this instance, we may not be able to acknowledge receipt of your feedback or provide you with any follow-up responses. We will reply by the same means of communication used to communicate with us.

Aevitas Inc. will use feedback to help measure the progress of accessibility goals, learn about accessibility barriers we were not aware of before, and to help refine the Aevitas Inc. Accessibility Plan in the future.

Pursuant to the Accessible Canada Regulations, all feedback and responses to feedback will be kept for a period of seven (7) years from the day it is received.

All personal information you provide along with your feedback falls under the Federal Privacy Act and Aevitas Inc.'s Privacy Policy.

You have the right to file a complaint with the Office of the Privacy Commissioner of Canada about the collection and handling of your personal information. The contact details for the Commissioner's Office can be found on its official website at <https://priv.gc.ca/>.

Alternate Format

Aevitas Inc. employees, customers and public can request a copy of the Aevitas Inc. Accessibility Plan or Feedback Process in print, large print, braille, audio format or an electronic format that is compatible with adaptive technology by contacting:



accessibility@aevitas.ca



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We will provide the following alternative formats within fifteen (15) days of the initial request:

- Print
- Large print

We will provide the following alternative formats within forty-five (45) days of the initial request:

- Braille
- Audio
- electronic format that is compatible with adaptive technology

Accessibility Statement

Aevitas Inc. is committed to providing a barrier-free environment and to meeting the accessibility needs of people with disabilities including our customers, job applicants, employees, suppliers, and visitors who enter our offices, use our services, and access our information. We recognize our responsibility to provide a safe, dignified, and welcoming environment for everyone.

Employment

Aevitas Inc. is committed to fair and accessible employment practices. Being a diverse, inclusive, and accessible employer is a priority for Aevitas Inc. It is our goal to be reflective of Canada's diversity and report on our employees with disability data annually through Employment Equity reporting.

Actions

- Expand Employment Equity Survey to gain a better understanding of the type of disabilities of our employees.
- Review and update and communicate the Aevitas Inc. Accommodation Policy to all employees.
- Notify job applicants that Aevitas Inc. accommodates people with disabilities during the recruitment and selection process as well as once hired.
- Include information about the Aevitas Inc. Accommodation Policy in offers of employment.
- Create a Flexible Work Policy that recognizes opportunities for disability accommodation.
- Invite and encourage people in current workforce with disabilities to participate in the development and annual review of the Aevitas Inc. Accessibility Plan.
- Develop a targeted outreach strategy for recruiting people with disabilities to ensure representation is reflective of workforce availability.

Built Environment

Aevitas Inc. is committed to accessibility in physical spaces. Aevitas Inc. has office spaces in Ayr Ontario, Brantford, Ontario Cornwall, Ontario, Edmonton, Alberta Kirkland Lake, Ontario, Maple Ridge, British Columbia and Montreal, Quebec.

Most of the office spaces have some accessibility features. Customers and members of the public rarely visit these spaces.

Actions

- Update emergency evacuation systems in locations where people with disabilities require a visual alert.
- Incorporate accessibility features to space retrofits and new builds per current accessibility and building code standards.
- Consult with people with disabilities when building or making major modifications to our office spaces.

Information and Communication Technologies

Aevitas Inc. is committed to making our information and communications accessible to people with disabilities. Aevitas Inc. uses many different technologies including our public facing website www.aevitas.ca, web portals, employee intranet, social media platforms and programs our employees use. We are committed to using the best available and secure technology that is accessible and that helps people do their jobs.

Actions

- Ensure public facing website is WGAG 2.1 AA compliant.
- Implement process to evaluate new equipment and software purchases for accessibility compliance.
- Conduct a review of the accessibility of the employee intranet and remove any barriers identified.
- Conduct a review of the accessibility of programs use by our employees.
- Develop inclusive by default templates for all Office 365 documents used regularly.

Communication

Aevitas Inc. is committed to making our information and communication accessible to people with disabilities. Aevitas Inc. will ensure that existing and new processes for receiving feedback are accessible to persons with disabilities and will notify the public of the same through the Aevitas Inc. public facing website.

Actions

- Notify the public and Aevitas Inc. workforce via the public-facing website of the publication of the Accessibility Plan.
- Receive and respond to feedback and provide information about the feedback process in an accessible format upon request.
- Update Accessibility Plan annually and publish revised Accessibility Plan to intranet and public website.
- Conduct accessibility awareness training for management, employees, and new hires to ensure all Aevitas Inc. employees have a common understanding and sensitivity regarding accessibility.
- Develop awareness communications about accessibility and participate in annual National Accessibility Awareness Week, International Day for Persons with Disabilities or National Disability Employment Awareness Month
- Provide documents in an accessible format when requested.
- Ensure employees are aware of and understand the accommodation request process.

Procurement of Goods, Services and Facilities

Aevitas Inc. is committed to the accessible procurement of goods, services, and facilities. Aevitas Inc. buys products and services that support our activities. Accessibility standards in procurement processes ensure that goods, services, and facilities are ready to use by anyone who needs them. Currently accessibility is considered for products and services only when requested.

Actions

- Review procurement process to determine where barriers exist and develop corporate guidelines on accessible procurement practices.
- Provide training to employees who work in procurement on accessibility in procurement.
- Continue to consult with people with disabilities to determine their needs with respect to the procurement of goods, services, and facilities.

Transportation

Aevitas Inc. is committed to the idea of providing accessible transportation to persons with disabilities. Aevitas Inc. does not provide public transportation and has not identified barriers under this focus area of the Accessible Canada Act.

Consultations

Aevitas Inc. consulted with persons with disabilities to help develop this Accessibility Plan. Aevitas Inc. surveyed all employees with lived experience with disability. The survey helped Aevitas Inc. identify existing barriers and prioritize actions to remove and prevent barriers based on participants' feedback. Aevitas Inc. used this feedback to identify barriers in the focus areas of the Accessible Canada Act that apply to Aevitas Inc. and to prioritize actions to remove and prevent them.

Aevitas Inc. will survey customers living with disabilities that use Aevitas Inc. public facing website and services and will also consult with disability organizations.

Training

Aevitas Inc. will train all employees in the requirements of the Accessible Canada Act and its regulations and the Human Rights Act.

Training will be provided to staff upon hire, as soon as practical and in a way that best suits their duties. Training will be provided on an ongoing basis as needed, in relation to any changes to related policies. Aevitas Inc. will keep a record of training provided including the name of the employee's that the training was provided to and the date.

Definitions

Accessibility - Accessibility is the combination of aspects that influence a person's ability to function within an environment. It is about giving equal access to everyone.

Accessible - Accessible refers to a place that is easily reached, an environment that is easily navigated or a program or service that can be easily used or obtained. This includes certain aspects of our environment that have been adapted for use by people who identify as people with disabilities.

Accommodation - Accommodation is the modification of a work environment and the creation of a welcoming workplace for any employee that is ill, injured or identifies as having a disability, so that they can stay at work or successfully return to work from an absence due to illness or injury, and perform job functions efficiently and safely.

Barrier - A barrier can mean anything including anything physical, architectural, technological, or attitudinal, anything that is based on information or communications or anything that is the result of a policy or a practice - that hinders the full and equal participation in society of persons with an impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment or a functional limitation.

Disability - Disability means 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.

Seeing disabilities affect vision, including total blindness, partial sight and visual distortion.

Hearing disabilities affect ability to hear, including being hard of hearing, deafness or acoustic distortion.

Mobility issues affect ability to move your body, including the required use of a wheelchair or a cane, or other issues impacting your mobility. Issues with flexibility or dexterity affects ability to move joints or perform motor tasks, especially with your hands.

Mental health issues affect psychology or behaviour, such as anxiety, depression or social/compulsive disorder or phobia or psychiatric illness.

Sensory/environmental disabilities affect sensitivity to light, sounds or other distractions, as well as allergens and other environmental sensitivities.

Cognitive disabilities affect ability to carry out tasks involving executive functioning, such as planning and organization, learning information,

communication, and memory, including autism or Asperger's syndrome, attention deficit disorder, and learning disabilities.

Intellectual disabilities affect your ability to learn and to adapt behaviour to different situations.

Chronic health conditions or pain affect ability to function on a regular or episodic basis due to migraines, Crohn's disease, colitis, and other disabilities or health conditions.