

BETH TIKVAH'S MULTI-YEAR ACCESSIBILITY PLAN 2023

Beth Tikvah's mission is to advocate on behalf of adults with developmental disabilities and provide appropriate supports. This includes making services available in the community and in homes that honour Jewish cultural and religious traditions. While encouraging the integration of residents into both the Jewish and broader Hamilton communities.

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OVERVIEW

BACKGROUND

Beth Tikvah, along with other organizations providing services in Ontario, must follow [The Accessibility for Ontarians with Disabilities Act \(AODA\) 2005](#), in order to reduce and remove barriers for people with disabilities so that Ontario can become more accessible and inclusive for everyone. [Regulation 191/11: Integrated Accessibility Standards Regulation \(IASR\)](#), created under the AODA, sets accessibility standards which are rules that must be followed so that people with disabilities would have more opportunities to participate in everyday life. The accessibility standards from the IASR include the following:

Information and communication	Organizations are required to create, provide and receive information and communications that are accessible for people with disabilities.
Employment	Employers are required to make their workplace and employment practices accessible to potential and current employees with disabilities.
Transportation	Transportation service providers are required to have features and equipment on vehicles, routes and services offered that is accessible to people with disabilities.
Design of public spaces	All newly constructed or redeveloped public spaces must be accessible for people with disabilities.
Customer service	Barriers must be removed so that people with disabilities can access goods, services, and/or facilities.

Beth Tikvah must also comply with the [Ontario Human Rights Code](#) (the Code) respecting non-discrimination. The IASR does not replace requirements under the Code and other laws relating to the accommodation of people with disabilities.

MULTI-YEAR PLAN REQUIREMENT

The IASR requires Beth Tikvah to:

- Establish, implement, maintain and document a multi-year accessibility plan
- Post the multi-year accessibility plan on its website and provide the plan in an accessible format upon request
- Review and update the accessibility plan at least once every five years

The purpose of the multi-year accessibility plan is to outline our strategy to prevent and remove barriers and how we will meet the requirements under the IASR.

BETH TIKVAH'S COMMITMENT

Beth Tikvah is committed to fulfilling its requirement under the IASR and its accessibility policies. Since 1990, we have been fulfilling our mission to promote dignity, individuality, independence, personal growth and community inclusion for people with diverse abilities.

This new multi-year accessibility plan outlines the steps Beth Tikvah will be taking and timelines within the next 5 years. The plan is built on our accomplishments since the introduction of the first multi-year plan in 2017. This multi-year accessibility plan will put into action Beth Tikvah's ongoing commitment to accessibility.

Message from the ED

"Accessibility, rooted in the wisdom of removing barriers from Judaic teachings, stands as one of Beth Tikvah's core values, ingrained in our beginnings and guiding our operations for both individuals within Beth Tikvah and the broader Developmental Services sector.

"We strive to build in accessibility in all of our projects and to always look at ways that we can be more accessible"

Chris Barone,
Executive Director

PROCESS

Beth Tikvah management staff is responsible for leading our efforts to identify, prevent and remove barriers for people with disabilities. The management team engages with Beth Tikvah stakeholders to ensure initiatives as set out in the plan enhances accessibility needs in the areas of communications, employment, services and facilities.

Developing this multi-year plan involved the following:

- Assessment of the organization (i.e. operations, design of facilities, customer service)
- Seeking feedback from service users, employees and other stakeholders
- Determining goals to increase accessibility
- Anticipating future barriers

GENERAL REQUIREMENTS

ESTABLISHMENT OF ACCESSIBILITY POLICIES

Beth Tikvah is committed to maintaining AODA policies and to meeting the accessibility needs of people with disabilities in a timely manner.

Past achievement:

- An AODA policy was first developed and approved in Oct 2012
- The AODA policy continues to be made publicly available and provided in an accessible format upon request

Strategies and actions planned:

- Review the AODA policy by April 2025
- Continue to make the AODA policy publicly available and readily available in an accessible format

ACCESSIBILITY PLANS

Beth Tikvah is committed to meeting its requirement under the IASR to establish, implement, maintain and document a multi-year accessibility plan.

Past achievement:

- A multi-year accessibility plan was first developed in 2017

Strategies and actions planned:

- Continue to implement strategies outlined in this multi-year accessibility plan
- Continue to review multi-year accessibility plans yearly

TRAINING

Beth Tikvah is committed to providing training on the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it pertains to people with disabilities.

Past achievement:

- Provided training on the requirements in the IASR and the disability-related obligations under the Ontario Human Rights Code to all employees and all other persons who provide goods, services or facilities on behalf of the organization
- Beth Tikvah continues to provide training as appropriate to the role and duties, on the requirements of the accessibility standards as soon as practicable

Strategies and actions planned:

- Training will continue to be provided to ensure that employees perform the duties of their jobs
- Training will continue to be provided when there are any changes to the AODA policies
- Beth Tikvah will continue to keep training records including dates that the training was provided

FILING ACCESSIBILITY REPORTS

Beth Tikvah is committed to completing accessibility compliance reports as required by the AODA.

Past achievement:

- Beth Tikvah continues to file accessibility reports within reporting deadlines upon request for 'business or non-profit organizations with 20 or more employees'

Strategies and actions planned:

- Continue to submit an accessibility report as required

ACCESSIBILITY STANDARDS

INFORMATION AND COMMUNICATIONS

Beth Tikvah is committed to creating, providing and receiving information and communications in ways that are accessible for people with disabilities.

Past achievement:

Beth Tikvah has remained in compliance with the Information and Communications Standards. This includes the following:

- Implementation of an accessible feedback process and making accessible formats and communication supports available upon request or as needed
- Provision of information regarding Beth Tikvah's services and facilities in accessible formats and communication supports available upon request or as needed

Strategies and actions planned:

- Continue to remain in compliance with the Information and Communication Standards
- Continue to meet request in a timely manner and at no additional cost to the person making the request
- Continue to notify all employees, volunteers, service users, visitors and the public about the availability of accessible formats and communication supports
- Continue to take into account the person's accessibility needs when providing communication supports

EMPLOYMENT

Beth Tikvah is committed to fair and accessible employment practices.

Past achievement:

Beth Tikvah has remained in compliance with the Employment Standards. This includes the following:

- Notification to all employees and the potential candidates about the availability of recruitment-related accommodations for applicants with disabilities upon request
- Notification to successful applicants with disabilities, of Beth Tikvah's policies for employment-related accommodations when making offer of employment upon request
- Providing information that is needed in order to perform the employee's job and information that is generally available to all employees, in accessible formats and communication supports for employees making the request
- Implementation of a process for individualized workplace emergency response information to employees with disabilities
- Implementation of a formal process for the development and documentation of individual accommodation plans for employees with disabilities
- Implementation of a formal process for return to work for employees who have been absent from work due to disability and require disability-related accommodations in order to return to work
- Beth Tikvah continues to take into account the accessibility needs of employees

Strategies and actions planned:

- Continue to remain in compliance with the Employment Standards
- Continue to integrate accessibility into regular workplace processes

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- with disabilities when using performance management, with the goal of facilitating employee success
- Beth Tikvah continues to take into account the accessibility needs of employees with disabilities when career development and advancement is being considered

FOR MORE INFORMATION

For more information on this accessibility plan and Beth Tikvah's efforts at meeting the AODA, please contact:

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Our accessibility plan is publicly posted at: bethtikvahhamilton.org
Accessible formats of this document are available upon request
