

A scenic photograph of a mountain range at sunset. The sun is low on the right side of the frame, casting a warm, golden glow across the sky and the silhouetted peaks of the mountains. The foreground is in deep shadow, creating a high-contrast, atmospheric scene.

Accessibility at Slalom

Accessibility for Ontarians with Disabilities
Act (AODA) Multi-Year Plan

AODA Multi-Year Accessibility Plan for the Integrated Accessibility Standards Regulation (IASR)

Intent

This accessibility plan outlines the policies and actions that Slalom Consulting ULC. will put in place to improve opportunities for people with disabilities in accordance with the requirements communicated under the [Integrated Accessibility Standards, Ontario Regulation 191/11](#).

Statement of Commitment

Slalom Consulting believes in equal opportunity and is committed to providing barrier-free environments that allow all people to maintain their independence and dignity. As an organization, we respect and uphold the requirements set forth under the Accessibility for Ontarians with Disabilities Act (2005) and its associated Regulations and strive to meet the needs of individuals with disabilities in a timely and effective manner.

Plan

Compliance Date	Initiative	AODA Description	Action	Status
2017	Establishment of Accessibility Policies	3.(1) Every obligated organization shall develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements under the accessibility standards referred to in this Regulation.	Update policy and publish to Slalom’s Guide to Life (employee handbook)	Complete
2017	Create Accessibility Plans	4.(1) Large organizations shall: a) establish, implement, maintain and document a	Create multi-year plan in accordance with the Regulation Post to Slalom Canada website	Complete

		<p>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>	Implement a review cycle	
2017	Training	<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>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>Source AODA Training to cover AODA and Human Rights</p> <p>Deliver to all existing employees and to new employees with in first 60 days of employment</p> <p>Track training completion</p>	Complete

2017	Feedback	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 accessible formats and communications supports, upon request.	Implement client feedback process Make accessible to persons with disabilities upon request	Complete
2016	Accessible Formats and Communication Supports	2.(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, a) in a timely manner that takes into account the person’s accessibility needs due to disability; and b) at a cost that is no more than the regular cost charged to other persons. 12.(2) The obligated organization shall consult with the person making the request in	Accessible formats will be made available upon request	Complete

		<p>determining the suitability of an accessible format or communication support</p> <p>12.(3) Every obligated organization shall notify the public about the availability of accessible formats and communication supports.</p>		
2023	Accessible Websites and Web Content	<p>14.(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>	<p>Coordinate ongoing compliance with Marketing</p> <p>Improved site anticipated to launch December 2023</p>	In progress
	Recruitment Job Postings	<p>22. Every employer shall notify its employees and the public about the availability of accommodation for applicants with disabilities in its recruitment processes.</p>	<p>Provide language on job postings indicating that job and workplace accommodations are available up on request</p>	Complete

	Recruitment Assessment or Selection Process	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. (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.	Recruiters to offer accommodation support to candidates being selected for an interview Provide training /guidance for recruiters who will respond to accommodation requests Slalom.com/careers site updated to include email for accommodation requests Implemented escalation process to HR for guidance on requests	Complete
	Notice to Successful Applicants	24. Every employer shall, when making offers of employment, notify the successful applicant of its policies for accommodating employees with disabilities.	Include statement and accommodation language in offer letter Provide guidance to recruiters who will respond to accommodation requests	Complete
	Informing Employees of Supports	25.(1) Every employer shall inform its employees of its policies used to	Post policy and statement to Slalom's Guide to Life (employee	Complete

		<p>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>25.(2) Employers shall provide the information required under this section to new employees as soon as practicable after they begin their employment.</p> <p>25.(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>handbook)</p> <p>Include in New Hire Onboarding</p> <p>Include in New Hire Orientation session</p>	
	<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</p>	<p>Will provide accessible formats and supports on an as needed basis upon request</p>	<p>Complete</p>

		<p>accessible formats and communication supports for,</p> <p>a) information that is needed in order to perform the employee 's job;</p> <p>b) information that is generally available to employees in the workplace.</p> <p>26.2. The employer shall consult with the employee making the request in determining the suitability of an accessible format or communication support.</p>		
	<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>28 (2) The process for the development of documented individual accommodation plans shall include the following elements:</p> <p>a) The manner in which an employee requesting accommodation</p>	<p>Accommodation Policy detailing this process is available in the Guide to Life (employee handbook)</p>	<p>Complete</p>

		<p>can participate in the development of the individual accommodation plan.</p> <p>b) The means by which the employee is assessed on an individual basis.</p> <p>c) The manner in which the employer can request an evaluation by an outside medical or other expert, at the employer's expense, to determine if and how accommodation can be achieved.</p> <p>d) 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</p>		
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		<p>plan.</p> <p>e) The steps taken to protect the privacy of the employee's personal.</p> <p>f) The frequency with which the individual accommodation plan will be reviewed and updated and the manner in which it will be done.</p> <p>g) If an individual accommodation plan is denied, the manner in which the reasons for the denial will be provided to the employee.</p> <p>h) The means of providing the individual accommodation plan in a format that takes into account the employee's accessibility needs due to disability.</p>		
	Performance Management	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	As required	Complete

		accommodation plans, when using its performance management process in respect of employees with disabilities.		
	Career Development and Advancement	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.	As required	Complete
	Redeployment	32.(1) An employer that uses redeployment shall take into account the accessibility needs of its employees with disabilities, as well as individual accommodation plans, when redeploying employees with disabilities.	As required	Complete

Review and Update

This document was created on January 1, 2017, last updated on November 27, 2024 and must be reviewed and updated by November 27, 2029.