

CUPE·SCFP

CUPE Multi-Year Accessibility Plan

This 2015-2020 accessibility plan outlines the policies and actions that the Canadian Union of Public Employees (CUPE) will put in place to improve opportunities for people with disabilities.

Statement of Commitment

CUPE is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of people with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the *Accessibility for Ontarians with Disabilities Act*.

Accessible Emergency Information

CUPE is committed to providing the members and guests with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities with individualized emergency response information when necessary.

Training

CUPE will continue providing training to employees on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of employees.

Information and communications

CUPE is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communication needs.

CUPE will take the following steps to make ensure existing feedback processes are accessible to people with disabilities upon request by **January 1, 2016**:

- communicating the existing feedback processes to all employees;
- making the feedback form available to members and guests.

CUPE will make sure all publicly available information is made accessible upon request by **January 1, 2016**.

Employment

CUPE is committed to fair and accessible employment practices.

We are already taking steps to notify the members, public and staff that, when requested, CUPE will accommodate people with disabilities during the recruitment and assessment processes and when people are hired.

CUPE is committed to developing individual accommodation plans and return-to-work processes for employees that have been absent due to a disability.

Design of Public Spaces

CUPE will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces. Public spaces include:

- sidewalks, ramps, stairs, and curb ramps;
- accessible parking;
- service-related elements like service counters and waiting areas.

CUPE has put procedures in place to prevent service disruptions to its accessible parts of its public spaces.

In the event of a service disruption, we will notify the members and guests of the service disruption and alternatives available.

For more information

For more information on this accessibility plan, please contact Nicolas Aubert, Human Resources Officer at 613-237-1590 ext.160 or by email at the following address: naubert@cupe.ca.