

Molded Precision Components: Multi-Year Accessibility Plan (2023)

Multi-Year Accessibility Plan

Requirement	Action	Status	Compliance Deadline
Provide Accessible Customer Service	Train staff and volunteers on the required training topics	COMPLETE	January 1, 2012
Provide Accessible emergency and public safety information	When asked, MPC will provide publicly available emergency information such as evacuation plans and map of emergency exits etc. in an accessible format.	COMPLETE	January 1, 2012
Provide accessible emergency information to staff	MPC will provide accessible and customized emergency information as soon as an employee asks for it or when MPC becomes aware of an employee who may need accommodation in an emergency.	COMPLETE	January 1, 2012
Employee emergency information worksheet	Create and provide an employee emergency information worksheet to help identify the appropriate accommodations for each individual.	COMPLETE	January 1, 2012
Inform customers and employees about Molded Precision Components accessibility policies	Inform new and existing employees of MPC's accessibility policy's and post notice on the workplace bulletin boards. Also post policy and multiyear plan on MPC's website.	COMPLETE	January 1, 2014
Accessibility policies and Multi-Year Plan	Develop accessibility policies for customers, employees, visitors and volunteers that comply with ISAR/AODA guidelines.	COMPLETE	January 1, 2014
Make Multi-Year plan available to public	Post multi-year plan on website in an accessible format.	COMPLETE	January 1, 2014
Train staff on Ontario's accessibility laws	Add training to health and safety orientation and train all new and returning employees including temps, part time and contract employees	COMPLETE	January 1, 2015

Accessible alternatives for providing feedback	Provide a variety of options for feedback such as email, postal delivery, phone number and toll free phone number in accessible format.	COMPLETE	January 1, 2015
Make public information accessible when asked	Provide notice on MPC's website that states public information can be made accessible upon request.	COMPLETE	January 1, 2016
Make employment practices accessible	Create a plan and policy that provides accessibility for how to hire, retain and provide career development.	COMPLETE	January 1, 2016
Process for individuals who need accommodation plans/ return to work plans	Create a worksheet that assists in the development of accommodation plans/ return to work plans for individuals who are returning to work and/or who need special accommodations to suit their needs to do their job accordingly.	COMPLETE	January 1, 2016
Make new and redeveloped public spaces accessible	Making sure new outdoor paths of travel and parking lots are accessible	COMPLETE	January 1, 2017
File an accessibility compliance report	Create and file	COMPLETE	June 1, 2021
Make new website design accessible	Follow WCAG 2.0 guidelines Level AA and ensure its accessibility is in working condition.	COMPLETE	January 1, 2021
Review accessibility plan	Create a plan to review Molded Precision Components accessibility policies every year to ensure correct guidelines are being followed.	COMPLETE	January 1, 2021
Open a new building with increased accessibility	Open a new building with increased accessibility for people with disabilities (including an elevator and designated accessible parking spaces).	COMPLETE	December 31, 2022
Review current policies for accessibility	Review company policies/procedures through the lens of accessibility and ensure all policies consider accessibility needs.	COMPLETE	December 31, 2023

Review Accessibility Policies	Review accessibility policies and revise to include current accessibility practices.	COMPLETE	December 31, 2023
Review Multi-Year Plan	Review multi-year accessibility plan and add additional elements for 2022 and 2023.	COMPLETE	December 31, 2023
Review AODA employment statement	Review the AODA statement used in job postings. Determine whether it is still appropriate or if it needs to be updated.	COMPLETE	December 31, 2023
Create an overall AODA Policy	Create an overall AODA policy that provides further detail on purpose of AODA, summary of all AODA documentation, etc.	ONGOING	December 31, 2023
Update company website with new accessibility information	Update the company website with the updated accessibility policies and multi-year plan once the Accessibility Compliance Report has been submitted and accepted.	ONGOING	December 31, 2023
File an accessibility compliance report	Create and file an accessibility compliance report for 2020 – 2023.	ONGOING	December 31, 2023
Re-post AODA documents on Employee Boards	Restructure the employee information boards to emphasize and label “AODA” so that employees are encouraged to review the information.	ONGOING	December 31, 2023

Contact Information

Molded Precision Components is committed to providing an accessible work environment for all employees and customers. For more information please contact:

Human Resources

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