

Sheet Metal Workers' & Roofers' Local 30

Accessibility Policies

Policy Statement:

Sheet Metal Workers' and Roofers' Local Union No. 30 is committed to improving accessibility. Local 30 will put the following policies into practice as required by the *Accessibility for Ontarians with Disabilities Act, 2005*.

General:

Local 30 is committed to training staff on Ontario's accessibility laws and on the accessibility aspects of the *Human Rights Code* that apply to persons with disabilities.

Information and Communications:

Local 30 is committed to meeting the communication needs of people with disabilities. When asked, we will provide information and communications materials in accessible formats or with communication supports. This includes publicly available information about our services and facilities, as well as publicly available emergency information.

Local 30 will consult with people with disabilities to determine their information and communication needs.

Employment:

Local 30 will notify the public and staff that, when requested, we will accommodate disabilities during recruitment and assessment processes and when people are hired. If needed, we will provide customized workplace emergency information to employees who have a disability. If using performance management, career development and redeployment processes, we will take into account the accessibility needs of employees with disabilities.

Design of Public Spaces:

Local 30 will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces.

Modifications to this or other policies:

Any of our policies that do not respect and promote the dignity and independence of people with disabilities will be modified or removed.

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