**Accessability for Ontarians with Disability Act (AODA) - Employment Standard Policy**

*Integrated Accessibility Standards Regulation (IASR)*

**What is the Employment Standard?**

Employment is one of five standards within the Accessbility for Ontarians with Disabilities Act’s (AODA) Integrated Accessbility Standards Regulation (IASR).

AODA Standards are reviewed individually every five years.

**Purpose:**

The Lamb Company has developed and made available upon request, this policy and a multi-year accessbility plan which outlines the actions we will put in place to improve opportunities for people with disabilities.

**Recruitment:**

The Lamb Company will post information about the availability of accomdation for applicants with disabilities in its recruitment process. Upon request, The Lamb Company will consult with any applicant who requests an accomdation in a manner that takes into account the applicant’s disability.

**Notice to Successful Applicants:**

The Lamb Company will provide this information to new employees after they begin their employment, and provide updated information to all employees whenever there is a change to existing policies on the provision of job accommodations that take into account an employee’s accessbilitiy needs due to disability.

**Informing Employees of Supports**

The Lamb Company will continue to inform its employees of its policies (and any updates to those policies) used to support employees with disabilities, includng the policies on Return to Work. Successful applicants will be notified about The Lamb Company’s policies for accomodating employees with disabilities as part of their offer of employment.

***Accessible Formats and Communication Supports for Employee***

Upon the request of an employee with a disability, The Lamb Company will consult with the employee to provide, or arrange for the provision of, accessible formats and communication supports for information that is needed to perform his/her job, and information that is generally available to other employees. In determining the suitability of an accessible format or communication support, The Lamb Company will consult with the employee making the request.

**Workplace Emergency Response Procedures**

The Lamb Company will provide individualized workplace emergency response information to employees with disabilities where the disability is such that an individualized information approach is necessary, and The Lamb Company is aware of the need for accommodation.

On an ongoing and regular basis, and as per the applicable terms of the IASR, The Lamb Company will review and assess general workplace emergency response procedures and individualized emergency plans to ensure accessibility issues are addressed.

**Documented Individual Accommodation Plans**

The Lamb Company will maintain a written process for the development of documented individual accommodation plans for employees with disabilities where required. If requested, information regarding accessible formats and communications supports will also be included in individual accommodation plans.

**Return to Work Process**

The Lamb Company maintains a documented return to work process for its employees who have been absent from work due to a disability and who require disability related accommodations in order to return to work.

**Performance Management**

**­­­­**The Lamb Company will take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, in its performance management of such individuals.

**Career Development & Advancement**

The Lamb Company will take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when providing career development and advancement to such individuals.

**Redeployment**

The Lamb Company will take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when re-depolying such individuals.

**This policy and its related procedures will be reviewed as requested in the event of legislative changes.**