



Multi-year Accessibility Plan (AODA) – Ontario

Intent

This accessibility plan outlines the strategy of Nexus Staffing Inc. to prevent and remove barriers for people with disabilities and comply with the requirements of the *Integrated Accessibility Standards Regulation* under the *Accessibility for Ontarians with Disabilities Act, 2005*.

Statement of Commitment

Nexus Staffing Inc. is committed to providing an accessible environment for all clients, employees, job applicants, suppliers, and visitors who may enter our premises, access our information, or use our services. As an organization, we respect and comply with the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005*, and its associated regulations. We strive to provide an accessible and welcoming environment for everyone by identifying and removing barriers in our workplace and ensuring that new barriers are not created. The company ensures that persons with disabilities are provided with equal opportunities. We are committed to meeting the needs of individuals with disabilities in a timely and integrative manner that respects their dignity and independence.

Multi-year Accessibility Plan

This plan is in effect from January 1, 2024 to Dec 31, 2028

If you have any questions or concerns about this plan or its initiatives, or if you want to receive a copy of the plan in a different accessible format, please contact Kevin Stolte Operations Manager at 416 767 2323 or toronto@nexusstaffing.com.

Completed Initiatives

Nexus Staffing Inc. has completed the following initiatives to prevent and remove barriers and comply with the *Integrated Accessibility Standards Regulation*:

General

- Updated our formal Accessibility Policy outlining our commitment to providing accessible services and employment opportunities. This policy was communicated by formally posting on Nexus Staffing Inc's website. (December 2023)

- Updated Statement of commitment and posted on Nexus Staffing Inc. website. (December 2023)
- Updated Multi-Year Plan for AODA and posted on Nexus Staffing Inc. website (December 2023)
- Provided Accessibility training as per Nexus Staffing Inc. AODA Policy (January 2023)

2024 AODA Action Items

- Conduct an AODA Audit by hiring a consultant to conduct a comprehensive audit of Nexus Staffing Inc.'s physical spaces, digital platforms, and practices.
- Identify areas of non-compliance with AODA.
- Provide refresher training for existing employees as required by AODA policy.
- Remove physical barriers based on Audit findings.

2025 AODA Action Items

- Website Accessibility: Conduct a thorough accessibility audit of Nexus Staffing Inc.'s website and digital platforms. Address and Identify barriers and ensure compliance with Web Content Accessibility Guidelines (WCAG) 2.1 Level AA.
- Document accessibility: Ensure that all digital documents, including PDF's, Word documents, and presentations, are accessible to individuals with disabilities. Train employees on creating accessible documents and provide tools to support accessibility.
- Procurement of accessibility technology; when procuring new software, hardware, or digital tools, prioritize accessibility features and ensure they meet WCAG 2.1 Level AA standards. Include accessibility requirements in procurement policies and contracts.

2026 AODA Action Items

- Accessibility in Recruitment: Review and update recruitment processes to ensure they are inclusive and accessible. Provide accommodations during interviews and assessments, and clearly communicate your commitment to accommodating employees with disabilities.
- Employee training and Awareness: Provide ongoing disability awareness training for all employees to foster an inclusive and respectful work environment. Include training on interacting with colleagues with disabilities and promoting accessibility.

2027 AODA Action Items

- Training and Support: Provide ongoing training and support to employees involved in creating and maintaining digital content. This includes training in accessible document creation, website maintenance, and using assistive technologies.
- Communication accessibility: Provide accessible communication options for individuals with disabilities, such as offering alternative formats (e.g., braille, large print) for printed materials and ensuring your website and digital content are accessible.

2028 AODA Action Items

- Establish an Accessibility committee. This committee will be responsible for reviewing and overseeing the implementation of Accessibility initiatives and ensuring on-going compliance with Legislative changes pertaining to AODA requirements.