



Brazeau Seller Law

Multi-year Accessibility Plan, 2020-2025

Message from Brazeau Seller Law

Brazeau Seller Law is committed to improving accessibility and inclusion throughout the organization by identifying, removing, and preventing barriers for people with disabilities.

We are committed to working towards Ontario's goal of an accessible Ontario by 2025. Ensuring our goods, services, and facilities are as inclusive as possible aligns with our own values as well as with the *Accessibility for Ontarians with Disabilities Act (AODA)*.

The 2021-2025 Multi-year Accessibility Plan will help Brazeau Seller Law comply with Ontario's accessibility laws and meet our own accessibility policy commitments. The Plan will also provide a roadmap for our team to continue to work towards a more accessible and inclusive organization.

Brazeau Seller Law Statement of Commitment to Accessibility

Brazeau Seller Law is committed to treating all individuals in a way that allows them to maintain their dignity and independence. Brazeau Seller Law believes in integration, equal opportunity, access and participation for people with disabilities. We are committed to meeting the needs of persons with disabilities in a timely manner, and will do so by ensuring compliance with Ontario's accessibility laws and by identifying, preventing and removing barriers to accessibility.

To review the *Accessibility for Ontarians with Disabilities Act (AODA)*, 2005, go to Government of Ontario site at <https://www.ontario.ca/laws/statute/05a11>

Multi-Year Accessibility Plan

The multi-year accessibility plan is a tool for Brazeau Seller Law to communicate its accessibility initiatives internally and to the public. This plan will be reviewed at minimum every five years and will be supplemented by annual reports that will also be available online. The following outlines achievements to-date, as well as planned initiatives for Brazeau Seller Law for the years 2021 through 2025.

AODA Compliance Achievements

Brazeau Seller Law is committed to meeting all AODA compliance requirements and deadlines, including filing accessibility compliance reports and status updates.

The following AODA Requirements have been completed/met to-date:

- Customer Service Feedback – We have created ways for people to provide feedback.
- Emergency Information – We provide accessible emergency information to staff and visitors.
- Accessibility Policy – We have created an accessibility policy.
- Training – Train employees on accessibility requirements and procedures.
- Accessibility Website – We have ensured our website is AODA compliant and has been updated to ensure ease of access, and meet all AODA requirements.
- Employment practices – Ensure all employment practices allow for accommodation in the hiring process, as requested. Ensure we have practices in place to hire, retain, and offer career opportunities.
- Public / Office Spaces – Designed when we moved to our new offices to ensure we are accessible for clients and staff alike.
- Information – Ensure we make public information accessible when requested.
- Accessibility reporting – Ensure we report based on requirements set by the AODA.
- Accessibility 5 year plan – We have created this multi-year accessibility plan to help achieve accessibility goals, placed on our website.

Identifying Barriers

In order to meet or exceed AODA compliance requirements, Brazeau Seller Law is committed to responding to staff and community feedback in identifying priorities to increase accessibility and inclusion at Brazeau Seller Law, for employees, faculty, students, and the public.

Removing and Preventing Barriers

Brazeau Seller Law management have identified the following goals to remove and prevent accessibility barriers at ICES over the coming years.

- Provide resources for creating accessible information and communication
- Communicate with Brazeau Seller Law staff and lawyers to ensure awareness of accessibility policies and resources
- Brazeau Seller Law is committed to making all websites and web content accessible by April 1, 2022. This includes ensuring that all Internet websites and web content conform with WCAG 2.0 level AA (excluding live captioning and audio description) s.14, AODA.
- Offer employment and other opportunities for under-represented populations, where applicable
- Work to establish and develop a diverse and inclusive Accessibility Advisory Committee
- Provide updated refresher training on Emergency and Safety procedures

Ongoing

- Brazeau Seller Law is committed to filing an accessibility compliance report based on stated deadlines in the AODA: December 31, 2023.
- Brazeau Seller Law is committed to preparing and posting updates describing what has been done to achieve AODA compliance requirements and accessibility goals and achievements described in the multi-year accessibility plan.
- Brazeau Seller Law is committed to making its updates and public accessibility policies available in alternate formats, upon request.
- Brazeau Seller Law is committed to exploring ongoing accessibility awareness and educational opportunities for its staff and lawyers.

Communication of the Plan

The 2020-2025 Multi-year Accessibility Plan (MYAP) will be shared with Brazeau Seller Law staff and the broader community. The MYAP will be available on our website and upon request from the Human Resources Department. Every effort will be made to provide the document in alternate formats, if requested.

Contact Us

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