

TRIO Fertility Multi-Year Accessibility Plan (2017-2021)

	Requirement	Plan Activities Deliverables	Responsibility	Status Implementation		
				Completed	In Progress	Ongoing
2017	TRIO Multi-year accessibility plan to include procedures for preventative and emergency maintenance of the accessible elements in public spaces, and for dealing with temporary disruptions when accessible elements are not in working order as outlined in s.80(44) of the IASR	Annual review of all emergency procedures are completed in conjunction with the building property management group. This includes reviews for customer, patients and staff.	Accessibility Advisory Committee	X		X
		All employees' accessibility needs are revisited during the annual maintenance along with new hires for preventative and emergency needs		X		X
		Emergency plan changes for employee's and the TRIO Emergency meeting location from LeCliff/Gerrard to across the street at Starbucks/Sick Kids Research Center. Easier access and safer passage to meeting place.		X		

TRIO Fertility

T 416 506 0804 TF 888 543 3046 F 416 506 0600
655 Bay Street, Suite 1101 & 1800, Toronto, ON M5G 2K4

triofertility.com

		DREAM Property Management has allocated the stairwell for fire emergency for all those needs assistance		X		
2 0 1 8	Policy TRIO to notify is employees and the public about the availability of accommodations during the recruitment process	<p>Notifications to include: Statement for: ads, invitation to interview and employment offer</p> <ul style="list-style-type: none"> <input type="checkbox"/> Workplace <input type="checkbox"/> Website <input type="checkbox"/> Messaging to Indeed /postings <input type="checkbox"/> Messaging to notifications to applicants <input type="checkbox"/> Messaging to notifications to job posting 	Accessibility Advisory Committee and the Human Resources Dept	X		X
	Policy TRIO to provide employees with updated information about its policies to support employees with disabilities	<p>Written Accommodation Process upload messaging to:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Workplace <input type="checkbox"/> Website <input type="checkbox"/> Handbook 	Accessibility Advisory Committee and the Human Resources Dept	X		X
	Process when being requested TRIO to provide employees with disabilities information in an accessible format or with communication support	<p>Written Accommodation Process uploaded messaging to:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Workplace <input type="checkbox"/> Website <input type="checkbox"/> Handbook 	Accessibility Advisory Committee and the Human Resources Dept	X		X

TRIO Fertility

T 416 506 0804 TF 888 543 3046 F 416 506 0600
655 Bay Street, Suite 1101 & 1800, Toronto, ON M5G 2K4

triofertility.com

2018	TRIO to prepare individualized workplace emergency response information for employees with disabilities.	Written in the policy and uploaded on Workplace and Website DREAM Property Management has allocated the stairwell for fire emergency for all those needs assistance. All staff requiring assistance are set up with DREAM and the internal JOHSC	Accessibility Advisory Committee and the Human Resources Dept	X		X
2018	Public spaces within TRIO to have accessible elements in place as required under the Design of Public Spaces Standard for the IASR	Opened the staff kitchen for easier accessibility during breaks and lunch	Accessibility Advisory Committee	X		
2019		Install automatic doors disability access Locations: OR on 18 Entrance to OR/Recovery area on 18 Glass doors on 11	Accessibility Advisory Committee		X	
		Public washrooms on 11 and 18 in discussion with DREAM property management	Accessibility Advisory Committee		X	
		Wheelchair allocation in the reception areas on 11 and 18	Accessibility Advisory Committee	X		

TRIO Fertility

T 416 506 0804 TF 888 543 3046 F 416 506 0600
655 Bay Street, Suite 1101 & 1800, Toronto, ON M5G 2K4

triofertility.com

2 0 2 1		Future automatic door installs to include: 2 Private washrooms on 11 Andrology areas front door	Accessibility Advisory Committee		X	
2 0 1 7	AODA training and certifications for all Employees	Written in the policy. Partnership with ADP for all training. Training completed 2017 2018	Human Resources Dept	X		
2 0 2 0		Recertification allotted for 2020 for all staff			X	

TRIO Fertility

T 416 506 0804 TF 888 543 3046 F 416 506 0600
655 Bay Street, Suite 1101 & 1800, Toronto, ON M5G 2K4

triofertility.com