

Integrated Accessibility Standards Regulation Employment Policy

Our Mission

Making Health Matter. Igniting positive change in the lives of our patients, staff and community partners.

Intent

This policy is intended to meet the requirements of the Integrated Accessibility Standards, Ontario Regulation 191/11 for the Employment Standard set forth under the Accessibility for Ontarians with Disabilities Act, 2005. This policy applies to the provision of accessible employment services for persons with disabilities.

Our Commitment

The Stratford Family Health Team is committed to fair and accessible employment practices. All employment practices provided by Stratford Family Health Team shall follow the principles of dignity, independence, integration and equal opportunity.

Initiatives include the following:

- We will notify employees, potential hires and the public that accommodations can be made during recruitment and hiring.
- We will notify staff that supports are available for those with disabilities. We will put in place a process to develop individual accommodation plans for employees.
- Where needed, we will also provide customized emergency information to help an employee with a disability during an emergency.
- Our performance management and career development processes will take into account the accessibility needs of all employees.