



MED-HEALTH LABORATORIES LTD.
1216 Lawrence Ave West, Toronto, ON-M6A
1E2

Section: **Safety Policy & Procedures**
Document Name: AODA-Accessibility Multi-year plan-MHL
Document ID: 9244
Status: Current
Version: 1.0

Accessibility for Ontarians with Disabilities Act, 2005 (AODA) Multi-Year Accessibility Plans*

Purpose-

To have a multi-year accessibility plan in place which documents the organization's strategy to prevent and remove accessibility barriers.

MHL, as a small organization has established, reviewed and updated the plans as applicable in consultation with persons with disabilities and when applicable, with a municipal accessibility advisory committee. The plans are reviewed and updated at least once every five years and a status report is completed on an annual basis.

The plan and status report is posted on the organization's website and be available in an accessible format upon request.

AODA Regulation				MHL Action Plan	
Section 191/11	Initiative	Regulation Requirement	Conformance Date	Action	Status
3	Establishment of Accessibility policies & procedures	Organization shall develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements under the accessibility standards referred to in this Regulation.	July 18,2014	AODA policy & procedure written for approval	Completed
80.45-80.51	AODA- serving customers with disabilities	Customer Service Standards – support needs	July 18,2014	SOP written on customer service support as per disabilities	Completed
7	Training (Staff education)	Organization shall ensure that training is provided on the requirements of the accessibility standards referred to in this Regulation and on the Human Rights Code as it pertains to persons with disabilities to, (a) all employees, and volunteers; (b) all persons who participate in developing the organization's policies; and (c) all other persons who provide goods, services or facilities on behalf of the organization.	Aug – Sept, 2014 Update Jan, 2024	Availability of on-line AODA in PARADIGM with hard copies accessible to SCC staff. Teleconfs with gen safety sessions. OHRC: 'Working Together – The Code and the AODA'	Completed
4	Accessibility Plans	-Post plan on website and make it available in an accessible format upon request. -Review and update the plan at least once every five years.	Jan 15, 2024	Posted on the MHL website	Completed

Authorized by: Laboratory Director/ Manager

Authorized Date: 1/15/2024

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		-Review and update the accessibility plan in consultation with persons with disabilities			
11	Feedback/Input	Organization that has processes for receiving and responding to feedback shall ensure that the processes are accessible to persons with disabilities by providing or arranging for accessible formats and communications supports, upon request.	Jan 15,2024	Review of all int/ext feedback from patients and staff to assess and ensure accessibility and the format needs. Procedure completed	In progress*

* Due to the pandemic, MHL has not been able to keep up the plan but now certainly making sure full conformance achieved with the AODA requirements

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