

Asbex Ltd.

Multi Year Accessibility Plan

Accessibility Ontario Disabilities Act 2005

2020-2025



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## Introduction

Asbex Ltd., founded in 1989, is a specialty construction service provider with two main divisions. The core business division is Asbex Environmental Contractors, which provides environmental abatement services to residential, commercial, industrial, utility and government clients. The second division is Heritage Grade, a specialty construction contractor which provides restoration services for architectural components of Heritage properties throughout Canada.

## Message from the President

Asbex Ltd. strives to meet the needs of its employees and customers with disabilities and is working hard to remove and prevent barriers to accessibility.

Our business is committed to fulfilling our requirements under the Accessibility for Ontarians with Disabilities Act. This accessibility plan outlines the steps Asbex Ltd is taking to meet those requirements and to improve opportunities for people with disabilities.

Our plan shows how Asbex Ltd. will play its role in making Ontario an accessible province for all Ontarians.

## Section One: Past Achievements to Remove and Prevent Barriers

### Customer Service

Previously Asbex Ltd. sales team have had to work with clients with disabilities that limit communication. We have worked with translators and various organizations which provide assistance to people with disabilities to ensure that our clients clearly understand what services we will be performing and ensuring that their needs are met while we are performing our work.

Our staff are required to complete training specific to "AODA" online when commencing employment with our organization. This provides employees with a greater level of knowledge and understanding when interacting with people with disabilities.

### Employment

At the end of 2017 Asbex consolidated our locations across Ontario into a single facility. During the fit up of the building steps were taken to ensure that as much of the building that could be accessible was, and that accommodations could easily be made for anyone who was not able access specific areas. Asbex Ltd. practices an inclusive hiring policy and regularly has visitors from our project partners, we are happy to provide reasonable accommodations for all people.

## Section Two: Strategies and Actions

### Customer Service

Asbex Ltd. will continue to develop its skills at customer service to ensure that no client or project partner is not presented with a reasonable accommodation. Over the next five (5) years we will strive to coordinate with organizations which can provide a greater level of services to people with disabilities.

## Employment

Asbex Ltd. is committed to fair and accessible employment practices. Presently we already engage multiple organizations which attempt to find employment for people with disabilities or other limitations.

As our organization continues to grow we will, over the next five (5) years ensure that all job postings or recruitment agencies are aware of our inclusive hiring policies and will not discriminate against any candidate for any kind of disability.

## Training

Our staff are required to complete training specific to “AODA” online when commencing employment with our organization. This provides employees with a greater level of knowledge and understanding when interacting with people with disabilities.

Over the next five (5) years we will continue to internally audit the requirements of our work force to ensure that anyone who provides customer service or interacts with the public, clients, or members of projects teams is provided with training compliant with “AODA”

## Information and Communications

Asbex Ltd. will continue to strive to be compliant with the requirements of Accessibility for Ontarians with Disabilities Act in all of our endeavors. Our websites, which have not been updated since 2013 need to be compliant with AODA WCAG 2.0 by January 1<sup>st</sup>, 2021. A major re-work of both websites is underway, and by the compliance date will contain the necessary information as well as an accessible format.

## For More Information

For more information about this accessibility plan, please contact Scott Jenkins at

613-228-1080, or via email at [ottawa@asbex.net](mailto:ottawa@asbex.net) , or [ottawa@heritagegrade.com](mailto:ottawa@heritagegrade.com)

[www.asbex.net](http://www.asbex.net)

[www.heritagegrade.com](http://www.heritagegrade.com)

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