



Mechanical Design • Construction
Maintenance & Service
995451 Ontario Inc.

Message from the CEO

Quality Mechanical is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence.

We believe in integration, and we are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and by meeting our accessibility requirements under Ontario's accessibility laws.

Introduction

Established in 1992 in Belleville Ontario, Quality Mechanical has grown to be one of the most well-known Mechanical Companies in South Eastern Ontario. With experienced, motivated staff and crew, we guarantee to make sure every project is completed on schedule.

Quality Mechanical has highly trained staff to service all Mechanical needs from design stage to final sign off. Whatever your mechanical need big or small, Quality Mechanical is devoted to meeting, and surpassing your expectations as a mechanical company.

Quality Mechanical will continue to support the AODA act through education and training also providing updates to policies or procedures in a timely manner.

- **Dignity** – provide service in a way that allows the person with a disability to maintain self-respect and the respect of other people.
- **Independence** – a person with a disability can do things on their own without unnecessary help or interference from others.
- **Integration** – provide service in a way that allows the person with a disability to benefit from the same services, in the same place, and in the same or similar way as other customers, unless a different way is necessary to enable them to access goods, services or facilities.

- **Equal opportunity** – provide service to a person with a disability in such a way that they have an equal opportunity to access your goods, services or facilities as what is given to others.

Quality Mechanical 995451 Ontario Inc.

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

Quality Mechanical 995451 Ontario Inc.

is committed to fulfilling our requirements under the *Accessibility for Ontarians with Disabilities Act, 2005*. This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities.

Our plan shows how we will play our role in making Ontario an accessible province for all Ontarians. The plan is reviewed and updated at least once every 5 years.

We train every person as soon as practicable after being hired and provide training in respect of any changes to the policies.

We maintain records of the training provided including the dates on which the training was provided and the number of individuals to whom it was provided.

Past Achievements to Remove and Prevent Barriers

Through training and awareness, we inform our site foreman, office staff of any new information that is brought to our attention which helps us improve accessibility for people with disabilities and to meet requirements of the *Accessibility for Ontarians with Disabilities Act*.

Quality Mechanical 995451 Ontario Inc.

Has completed the following accessibility initiatives.

Customer Service

We have communicated the accessibility training requirements to our office staff through scheduled meetings and updates. We have our training documents stored on a network drive for our office staff to access when needed. We keep a record of training for current staff which is reviewed annually. We have a feedback form available on our network drive that can be sent to anyone who requests it. If a form is requested it will be reviewed by management to address any concerns.

Training

We are working to our goal of complete refresher training for all current staff by the end of 2024.

Strategies and Actions

We are working to our goal of complete refresher training for all current staff by the end of 2024 to meet the requirements of the *Accessibility for Ontarians with Disabilities Act* and to remove and prevent barriers to people with disabilities. We will continue to monitor and review the policies annually to ensure we are in compliance.

Customer Service

Quality Mechanical 995451 Ontario Inc.

is committed to providing accessible customer service to people with disabilities. This means that we will provide goods, services and facilities to people with disabilities with the same high quality and timeliness as others.

Quality Mechanical 995451 Ontario Inc.

is committed to fair and accessible employment practices.

Training

Quality Mechanical 995451 Ontario Inc.

is committed to providing training in the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities.

Quality Mechanical 995451 Ontario Inc.

will meet accessibility laws when building or making major changes to public spaces. If applicable, list initiatives your organization is planning and specify the timeframe for each.

Quality Mechanical 995451 Ontario Inc.

will put procedures in place to prevent service disruptions to the accessible parts of our public spaces.

For more information on this accessibility plan, please contact at

Gary Cox

613-969-7403 gary@qualitymechanical.ca

Our accessibility plan is publicly posted on our health & safety board located at 1806 Casey RD Belleville Ontario Canada K8n-4Z6

Standard and accessible formats of this document are free on request from

Gary Cox

613-969-7403 gary@qualitymechanical.ca