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	AODA Policy	
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Developed By: Health and Safety Department		Date: Jan 28, 2025
Reviewed By: Health and Safety Director		Date: Feb 7, 2025
Approved By: Vice President		Date: Feb 20, 2025

AODA Policy

Delsan-AIM is committed to providing an accessible and inclusive environment for all individuals, including people with disabilities. We comply with the Accessibility for Ontarians with Disabilities Act (AODA) by removing barriers and promoting equal opportunities. This policy applies to all employees, contractors, volunteers, and visitors.

Key Commitments

- Provide accessible customer service and communications.
- Ensure inclusive hiring and workplace accommodations.
- Maintain accessible facilities and digital content.
- Offer AODA training to staff.
- Encourage and address accessibility feedback.

Roles & Responsibilities

- **Management:** Ensure AODA compliance and allocate resources.
- **Employees:** Follow accessibility guidelines and report barriers.

This policy is reviewed regularly to ensure compliance with AODA and the Ontario Human Rights Code.

Name: Lorenzo Rapattoni

Date: Feb 20, 2025



Title: Vice President