

**Molded Precision Components  
Accessibility for Ontarians  
Multi-Year Accessibility Plan  
2020-2023**

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# **Molded Precision Component's commitment to an accessible environment**

Molded Precision Components (MPC) is committed to meeting its current and ongoing obligations under the Ontario Human Rights Code respecting non-discrimination.

MPC understands that obligations under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and its accessibility standards do not substitute or limit its obligations under the Ontario Human Rights Code or obligations to people with disabilities under any other law.

MPC is committed to complying with both the Ontario Human Rights Code and the AODA.

MPC is committed to excellence in serving all customers including people with disabilities.

Our accessible customer service policies are consistent with the principles of independence, dignity, integration and equality of opportunity for people with disabilities.

# Accessibility plan

Molded Precision Components is dedicated to ensuring that policies and strategies are in place to guarantee accessibility for employees, customers, volunteers and visitors. Our plan will be reviewed every year to ensure we are keeping up with expectations and government regulations. Molded Precision Components Multi-Year Accessibility Plan will be posted on our website.

<http://www.mpccomponents.com>

# MULTI-YEAR PLAN

Requirement	Action	Status	Compliance deadline
<b>Provide Accessible Customer Service</b>	Train staff and volunteers on the required training topics	COMPLETE	January 1, 2012
<b>Provide Accessible emergency and public safety information</b>	When asked, MPC will provide publicly available emergency information such as evacuation plans and map of emergency exits etc. in an accessible format.	COMPLETE	January 1, 2012
<b>Provide accessible emergency information to staff</b>	MPC will provide accessible and customized emergency information as soon as an employee asks for it or when MPC becomes aware of an employee who may need accommodation in an emergency.	COMPLETE	January 1, 2012
<b>Employee emergency information worksheet</b>	Create and provide an employee emergency information worksheet to help identify the appropriate accommodations for each individual.	COMPLETE	January 1, 2012
<b>Inform customers and employees about Molded Precision Components accessibility policies</b>	Inform new and existing employees of MPC’s accessibility policy’s and post notice on the workplace bulletin boards. Also post policy and multiyear plan on MPC’s website.	COMPLETE	January 1, 2014
<b>Accessibility policies and Multi-Year Plan</b>	Develop accessibility policies for customers, employees, visitors and volunteers that comply with ISAR/AODA guidelines.	COMPLETE	January 1, 2014
<b>Make Multi-Year plan available to public</b>	Post multi-year plan on website in an accessible format.	COMPLETE	January 1, 2014
<b>Train staff on Ontario’s accessibility laws</b>	Add training to health and safety orientation and train all new and returning employees including temps, part time and contract employees	COMPLETE	January 1, 2015
<b>Accessible alternatives for providing feedback</b>	Provide a variety of options for feedback such as email, postal delivery, phone number and toll free phone number in accessible format.	COMPLETE	January 1, 2015

<b>Make public information accessible when asked</b>	Provide notice on MPC's website that states public information can be made accessible upon request.	COMPLETE	January 1, 2016
<b>Make employment practices accessible</b>	Create a plan and policy that provides accessibility for how to hire, retain and provide career development.	COMPLETE	January 1, 2016
<b>Process for individuals who need accommodation plans/ return to work plans</b>	Create a worksheet that assists in the development of accommodation plans/ return to work plans for individuals who are returning to work and/or who need special accommodations to suit their needs to do their job accordingly.	COMPLETE	January 1, 2016
<b>Make new and redeveloped public spaces accessible</b>	Making sure new outdoor paths of travel and parking lots are accessible	COMPLETE	January 1, 2017
<b>File an accessibility compliance report</b>	Create and file	COMPLETE	June 1, 2021
<b>Make new website design accessible</b>	Follow WCAG 2.0 guidelines Level AA and ensure its accessibility is in working condition.	COMPLETE	January 1, 2021
<b>Review accessibility plan</b>	Create a plan to review Molded Precision Components accessibility policies every year to ensure correct guidelines are being followed.	ONGOING	January 1, 2021

# Contact information

**MOLDED PRECISION COMPONENTS is committed to provide an accessible work environment to all employees and customers. Any questions, inquiries, complaints in regards to this Multi-Year Accessibility Plan should be referred to:**

**Human Resources  
Molded Precision Components  
239 4<sup>th</sup> line south  
Oro Medonte, ON L0L 2L0**

By phone: **705-487-0244** Toll Free: **1-877-487-0244**

By email: **[info@mpccomponents.com](mailto:info@mpccomponents.com)**