

Accessibility Policy

Our commitment

Audi Canada Inc. 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 meeting our accessibility requirements under accessibility legislation including the Accessibility for Ontarians with Disabilities Act and Ontario's accessibility laws.

Training

We are committed to training all Employees and Contractors in accessibility laws including Ontario's accessibility laws and aspects of the Ontario Human Rights Code that relate to persons with disabilities.

We will train all Employees and Contractors on accessibility as it relates to their specific roles.

Information and communications

We will communicate with people with disabilities in ways that take into account their disability. When asked, we will provide information about our organization and its services, including public safety information, in accessible formats or with communication supports.

We are working with our web developers and content providers to have all new website content, within our control, comply with relevant web content accessibility guidelines, in accordance with applicable accessibility laws.

Employment

Our organization is committed to fair and accessible employment practices.

On an ongoing basis and as part of our commitment to accessibility, we notify employees, potential hires and the public that accommodations can be made during our internal and external recruitment and selection process.

We work closely on accommodation plans to promote a safe and healthy return to work program with our managers and employees. We have an active Joint Health and Safety Committee who conduct regular inspections and who obtain input from employees to identify and remove accessibility barriers in the workplace where feasible.

Where needed and identified by the employee or manager, we will provide supports for those with disabilities including individual accommodation plans as required. We will also provide customized emergency information where needed and identified to help an employee with a disability during an emergency in our corporate buildings.

Accessibility Policy

Where needed and identified by the employee or manager, our performance management, career development and redeployment processes will take into account the accessibility need of the employee.

We will continue to identify and address accessibility needs in the employment life cycle including selection, assessment, performance management, return to work and redeployment processes.

Design of Public Spaces

We will meet accessibility laws when building or making major changes to public spaces. Public spaces as defined under applicable accessibility legislation including:

- Recreational trails/beach access routes
- Outdoor and indoor public eating areas
- Outdoor paths of travel, like sidewalks, ramps, stairs, curb ramps and rest areas.
- Accessible parking

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

Changes to existing policies

We will modify or remove an existing policy that does not respect and promote the dignity and independence of people with disabilities.

Related Policies and Plans

Please also refer to the following:

- Accessible Customer Service Policy for information on how we provide services to our customers and members of the public including those with disabilities.
- Accessibility Plan