



## Multi Year Accessibility Plan

### Alpine Ski Club

### Multi-Year Accessibility Plan (2025–2030)

**Last Reviewed:** October 2025

#### Part 1: Introduction and Background Information

Alpine Ski Club (ASC)

Alpine Ski Club is a private ski club located in the Blue Mountains on the Niagara Escarpment offering members access to on-hill ski and snowboard experiences. Après ski activities are organized for children, adults, teens, and families. Weekdays Alpine welcomes visiting groups by prior arrangement. Alpine consists of approximately 120 acres and 760 feet of elevation and is home to 36 runs served by five lifts.

#### Commitment to Accessibility

Alpine Ski Club is committed to excellence in treating customers and employees in a way that allows them to maintain their dignity and independence. Believing in integration and equal opportunity, ASC is committed to creating an inclusive culture across the organization by preventing and removing barriers for persons with disabilities and meeting the requirements under the Integrated Accessibility Standards Regulation (IASR) of the Accessibility for Ontarians with Disabilities Act (AODA).

#### Commitment to Accommodation

ASC is committed to making every reasonable effort to accommodate persons with disabilities in a timely, effective, and suitable manner, provided such accommodation does not cause undue hardship, including consideration of health and safety.

#### Responsibility for Implementation

Responsibility for the implementation, monitoring, and ongoing review of this plan rests with the Human Resources function in collaboration with senior leadership and department managers.

#### Part 2: Accessibility at ASC

Accessibility Plan Requirement

The IASR requires organizations with 50 or more employees to develop, implement, maintain, and document a multi-year accessibility plan outlining strategies to prevent and remove barriers.

ASC will:

Review and update this plan at least once every five (5) years

Post the plan on its website

Provide the plan in accessible formats upon request

### **Barrier Assessment**

ASC recognizes that barriers may be:

Architectural / Physical

Attitudinal

Informational / Communication

Organizational / Systemic

Technological

ASC continues to gather feedback from employees, members, and stakeholders to identify and address barriers.

### **Part 3: Progress to Date**

ASC has achieved the following:

Development and implementation of Accessibility Customer Service policies

Establishment of AODA committees and accessibility oversight groups

Completion of required AODA training for employees and leadership

Development of accommodation and return-to-work processes

Implementation of accessible feedback processes

Integration of accessibility considerations into facility design and redevelopment

### **Part 4: Multi-Year Accessibility Plan (IASR Requirements)**

#### **Part I: General Requirements**

##### **Accessibility Policies**

Compliance Date: January 1, 2014

Status: Complete

IASR Requirement:

Every obligated organization shall develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements referred to in this Regulation.

Action(s) Taken:

ASC has developed and implemented accessibility policies. These policies are made available to employees and the public upon request and can be provided in accessible formats. Policies are reviewed and updated as required.

## **Accessibility Plans**

Compliance Date: January 1, 2014

Status: Ongoing

IASR Requirement:

Large organizations shall establish, implement, maintain and document a multi-year accessibility plan, post it on their website, provide it in accessible formats upon request, and review it at least once every five years.

Action(s) Taken:

ASC's Multi-Year Accessibility Plan is posted on its website, is reviewed annually, and is formally updated at least every five years.

## **Self-Service Kiosks**

Compliance Date: January 1, 2014

Status: Ongoing

IASR Requirement:

Organizations shall have regard to the accessibility for persons with disabilities when designing, procuring, or acquiring self-service kiosks.

Action(s) Taken:

ASC considers accessibility when designing or procuring self-service systems, including point-of-sale systems, and continues to evaluate opportunities to improve accessibility.

## **Training**

Compliance Date: January 1, 2015

Status: Ongoing

IASR Requirement:

Every obligated organization shall ensure that training is provided on the requirements of the accessibility standards and the Human Rights Code as it pertains to persons with disabilities.

Action(s) Taken:

Training is provided to employees, volunteers, and third parties as soon as practicable after hire and when changes occur. Records of training are maintained.

## **Part II: Information and Communications Standards**

### **Feedback Process**

Compliance Date: January 1, 2015

Status: Ongoing

IASR Requirement:

Organizations must ensure that feedback processes are accessible to persons with disabilities.

Action(s) Taken:

ASC maintains an accessible feedback process through email, phone, written, and in-person methods. Feedback is reviewed and addressed in a timely manner.

**Accessible Formats and Communication Supports**

Compliance Date: January 1, 2016

Status: Ongoing

IASR Requirement:

Organizations must provide accessible formats and communication supports upon request in a timely manner and at no additional cost.

Action(s) Taken:

ASC provides accessible formats and communication supports upon request, in consultation with the individual, and at no additional cost.

**Emergency Procedures, Plans or Public Safety Information**

Compliance Date: January 1, 2012

Status: Ongoing

IASR Requirement:

Organizations must provide publicly available emergency procedures and public safety information in accessible formats upon request.

Action(s) Taken:

ASC provides emergency procedures and public safety information in accessible formats upon request as soon as practicable.

**Accessible Website and Web Content**

Compliance Date: January 1, 2014 (Level A) / January 1, 2021 (Level AA)

Status: Ongoing

IASR Requirement:

Organizations shall ensure that websites and web content conform to WCAG standards.

Action(s) Taken:

ASC ensures that its websites and web content conform to WCAG 2.1 Level AA, except where not practicable, and continues to monitor and improve digital accessibility.

**Part III: Employment Standards**

## **Recruitment and Selection**

Compliance Date: January 1, 2016

Status: Ongoing

IASR Requirement:

Employers must notify applicants that accommodations are available.

Action(s) Taken:

Applicants are informed that accommodations are available, and requests are addressed through consultation.

## **Employee Supports**

Status: Ongoing

IASR Requirement:

Employers must inform employees of accessibility supports.

Action(s) Taken:

Employees are informed of accessibility policies and provided with accessible formats and supports upon request.

## **Accommodation and Return to Work**

Status: Ongoing

IASR Requirement:

Employers must maintain accommodation and return-to-work processes.

Action(s) Taken:

ASC maintains documented individual accommodation plans and return-to-work processes.

## **Workplace Emergency Response Information**

Status: Complete

IASR Requirement:

Employers must provide individualized emergency response information where required.

Action(s) Taken:

Individualized emergency response plans are developed where required.

## **Performance Management, Career Development and Redeployment**

Status: Ongoing

IASR Requirement:

Employers must consider accessibility needs in employment processes.

Action(s) Taken:

Accessibility needs and accommodation plans are considered in performance management, career development, and redeployment decisions.

#### **Part IV: Design of Public Spaces**

Compliance Date: January 1, 2017

Status: Ongoing

IASR Requirement:

Organizations must meet accessibility requirements when constructing or redeveloping public spaces.

Action(s) Taken:

ASC ensures accessibility requirements are incorporated into new construction and redevelopment of public spaces.

ASC maintains procedures for:

Preventative and emergency maintenance of accessible elements

Managing temporary disruptions and providing alternatives

#### **Part IV.2: Customer Service Standard**

Compliance Date: January 1, 2012

Status: Complete

IASR Requirement:

Organizations must provide accessible customer service policies and practices.

Action(s) Taken:

ASC maintains an Accessibility Customer Service Policy addressing service animals, support persons, assistive devices, communication, disruptions, training, and feedback.

#### **Part 5: Future Accessibility Initiatives (2025–2030)**

ASC will:

- Review and update accessibility policies and practices on an ongoing basis
- Enhance employee training and awareness
- Maintain and improve WCAG 2.1 Level AA compliance
- Identify and address physical and operational barriers
- Strengthen individualized accommodation processes
- Incorporate accessibility into planning and decision-making
- Monitor feedback to improve accessibility

#### **Part 6: Feedback and Contact Information**

ASC welcomes feedback on accessibility.

Feedback can be provided:

Email: [info@alpineskiclub.com](mailto:info@alpineskiclub.com)

Phone: 705-445-0339

In person or in writing

Accessible formats are available upon request.

## **Conclusion**

ASC is committed to fostering an inclusive environment and will continue to identify, remove, and prevent barriers in accordance with AODA requirements.