

## **Accessibility Policy**

### **Purpose**

Tilbury Concrete is committed to diversity, inclusion and accessibility for people with disabilities.

### **Scope**

This policy describes how Tilbury Concrete works with its employees as well as how it provides its programs, goods and services in a manner that respects the dignity, independence, integration and equal opportunity of persons with disabilities.

## **POLICY STATEMENTS**

### **Assistive Devices**

Tilbury Concrete permits persons with disabilities to use their personal assistive devices while on the company's premises.

### **Communication**

Tilbury Concrete is committed to communicating with people with disabilities in ways that take into account their disability.

### **Service animals and support personnel**

Tilbury Concrete welcomes onto its premises service animals and support people upon whom people with disabilities rely. The company will advise the parties as soon as possible about any costs they will incur associated with having the support person.

### **Notice of Temporary Disruption**

Tilbury Concrete will notify people with disabilities promptly in the event of a planned or unexpected disruption to services or facilities. This notice will be provided in accessible formats and posted in public areas.

### **Training of Employees**

Tilbury Concrete will provide review this policy with its employees to ensure all understand how to maintain accessible programs, goods, services and workplace. Training will be ongoing as policies, procedures and practices change.

**PROCEDURE:**

To request accommodation or assistance for any program, good or service, contact Tilbury Concrete by phone or email.

Feedback Process

Tilbury Concrete encourages feedback regarding how it provides programs, goods and services to persons with disabilities. This can be provided via the following methods:

- E-mail: [Nicole@tilburyconcrete.com](mailto:Nicole@tilburyconcrete.com)
- Mail : 3440 Marentette Ave., Windsor ON, N8X 5C2
- Phone: 519-972-6000
- Fax: 519-972-5767

Modifications to this or other policies

This organization is committed to ensuring that its policies, practices and procedures are consistent with and promote the core principles of dignity, independence, integration and equal opportunity. Any policy that does not respect and promote the dignity and independence of persons with disabilities with modifies or removed.

*Nicole McKinlay*

---

Nicole McKinlay

<b>Issued: June 1, 2017</b>	<b>Revision date: June 1, 2018</b>
	<b>Approved By: Nicole McKinlay</b>