

RENFREW VICTORIA HOSPITAL

ACCESSIBILITY PLAN – ANNUAL UPDATE 2022

RVH strives to meet the needs of its employees and customers with disabilities and is working diligently to remove and prevent barriers to accessibility. RVH is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of people with disabilities in a timely manner.

Our organization is committed to fulfilling our requirements under the Accessibility for Ontarians with

Disabilities Act. This accessibility plan outlines the steps RVH is taking to meet those requirements and to improve opportunities for people with disabilities. We will continue to be proactive about removing and preventing barriers to accessibility.

The main project this year was the preparation of the new multiyear accessibility plan (Meaningful Accessibility Plan 2023 – 2027). This plan has been approved by the board and is posted on the website.

Notable Achievements for 2022:

- Updated accessibility policy to include service animals
- Made the decision to include accessibility in the mandate of the committee for equity, diversity and inclusion resulting in a renaming of the committee from EDI to IDEA
- Comprehensive policy review

Ongoing Accessibility Activities:

- Ensured that all RVH recruitment processes followed the AODA and provided a fair and equitable process for all candidates. Accommodation available for applicants requiring it. This information was also made public in all job ads.
- All renovation/construction projects to public spaces completed in compliance with accessibility standards and building code.
- All procurement processes remained accessible.

- Accessible customer service provided at all times to people with disabilities.
- Continued to be responsive to any changes or suggestions for improvement to accessibility standards
- Continue to participate in provincial group dedicated to promoting accessibility in hospitals and long term care settings (Ontario Health Care Network of Accessibility Professionals (OHCNAP))

For more information about accessibility at RVH or to receive standard and accessible formats of this document (free on request), please contact Alison Green at 613-432-4851, ext. 275 or aligreen@renfrewhosp.com.