

## Integrated Accessibility Standards Policy

### Overview

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Corus Entertainment (“Corus”) is committed to conducting business and providing services in the communities where we operate in a manner that respects the dignity and independence of all employees and customers, including those with varying abilities.

This policy outlines the practices and procedures adopted by Corus to ensure that we are fully accessible to persons with disabilities.

If this policy conflicts with a provision of any other law or regulation, the provision that provides the highest level of accessibility for persons with disabilities with respect to goods, services, facilities, employment, accommodation, buildings, structures or premises shall prevail.

This policy is available in alternative formats upon request.

### Application

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This policy applies to all Corus employees and is intended to address our obligations of the *Integrated Accessibility Standards* under the *Accessibility for Ontarians with Disabilities Act, 2005* (“AODA”) and other legislated requirements regarding persons with disabilities.

Corus will strive to ensure that any third parties who act on our behalf and interact with the public or third parties in the provision of services will comply with the requirements of AODA. Third parties are responsible for ensuring that all contractors and sub-contractors they retain comply with this policy and their own requirements under AODA.

### Definition of Disability

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**DISABILITY** is defined in AODA. It includes both visible and non-visible disabilities. A disability is:

- Any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness, including but not limited to diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device;
- A condition or mental impairment or a developmental disability;
- A learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;
- A mental disorder;
- An injury or disability for which benefits were claimed or received under the insurance plan established under the *Workplace Safety and Insurance Act, 1997*;
- A disability may be either permanent or temporary.

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### GENERAL STANDARDS

#### Accessibility Plan

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Corus has established and maintains a Multi-Year Accessibility Plan, outlining our strategy to identify, remove and prevent barriers and increase accessibility for persons with disabilities, in accordance with AODA. The Multi-Year Accessibility Plan will be reviewed and updated at least once every five years to ensure ongoing compliance with applicable legislation and is posted on the Corus corporate website and internal website. Upon request, Corus will provide a copy of the Multi-Year Accessibility Plan in an accessible format.

#### Training

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Corus will provide training on the requirements of the accessibility standards referred to in the *Integrated Accessibility Standards* and on the *Human Rights Code* as it pertains to persons with disabilities to:

- all staff as required under the Act
- all persons who participate in developing Corus' policies; and,
- all other persons who provide goods, services or facilities on behalf of Corus

The training will be appropriate to the duties of the employee and such other persons. Employees and such other persons will be trained when changes are made to Corus' Integrated Accessibility Standards Policy. New employees and such other persons will be trained as soon as practicable.

Corus will keep a record of the training provided, including the dates on which the training is provided and the number of individuals to whom it is provided.

### INFORMATION & COMMUNICATION SUPPORTS STANDARDS

#### Accessible Websites and Web Content

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Corus will ensure that our Internet websites, including web content, conform to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 – Level A except where this is impracticable.

#### Accessible Formats and Communication Support

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Upon request, Corus will provide, or arrange for the provision of, accessible formats and communication supports for persons with disabilities in a timely manner, taking into account the person's accessibility needs due to disability.

Corus will consult with the person making the request in determining the suitability of an accessible format or communication support.

Corus will also notify the public about the availability of accessible formats and communication supports.

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### Feedback

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Corus will continue to ensure that its process for receiving and responding to feedback is accessible to persons with disabilities by providing, or arranging for the provision of, accessible formats and communications supports, upon request.

## EMPLOYMENT STANDARDS

### Workplace Emergency Response Information

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Corus employees requiring assistance to safely exit the building in the event of an evacuation or emergency situation should complete the *Workplace Emergency Response Information Form* which is available on Corus Central. An individualized workplace emergency response plan will then be created and all related information will be kept confidential and only shared with authorized personnel or a person designated by Corus to provide assistance to the person making the request, with that person's consent.

### Recruitment

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Corus will notify its employees and the public about the availability of accommodation for applicants with disabilities in the recruitment process.

### Recruitment, Assessment & Selection Process

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Corus will notify job applicants, when they are individually selected to participate further in an assessment or selection process that accommodations are available upon request in relation to materials or processes to be used.

If a selected applicants requests and accommodation, Corus will consult with the applicants and provide, or arrange for the provision of, a suitable accommodation in a manner that takes into account the applicant's accessibility needs due to disability.

### Notice to Successful Applicants

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When making offers of employment, Corus will notify the successful applicant of its policies for accommodating employees with disabilities.

### Informing Employees of Support

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Corus will continue to inform its employees of its policies (and any updates to those policies) used to support employees with disabilities, including policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability. This information will be provided to new employees as soon as practicable after commencing employment.

### Accessible Formats and Communication Support for Employees

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Upon the request of an employee with a disability, Corus will consult with the employee to provide or arrange for the provision of, accessible formats and communication supports for information that is

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needed to perform the employee's job, and information that is generally available to other employees.

In determining the suitability of an accessible format or communication support, Corus will consult with the employee making the request.

### **Documented Individual Accommodation Plans**

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Corus maintains a written process for the development of documented individual accommodation plans for employees with disability. This process is outlined in the *Accommodation Policy* available to employees on Corus Central.

If requested, information regarding accessible formats and communication supports will also be included in the individual accommodation plans.

In addition, the plans will include individualized workplace emergency response information (where required) and will identify any other accommodation that is to be provided.

### **Return to Work Process**

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Corus maintains a documented return to work process for its employees who have been absent from work due to a disability and who require disability-related accommodations in order to return to work.

The return to work process outlines the steps Corus will take to facilitate the return to work and will include documented individual accommodation plans as part of the process.

This return to work process will not replace or override any other return to work process created by or under any other statute.

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

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Corus takes into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when conducting performance management, providing career development and advancement to employees, or when redeploying employees.

### **Modifications to this policy or any policy that impacts accessibility**

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Corus is committed to ensuring that all policies and processes respect and promote the dignity and independence of all employees and customers, including those with varying abilities. This policy will be reviewed on an ongoing basis to ensure that our commitment to accessibility is met and modifications to the policy and related practices may result.

### **Contact for Questions**

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For questions related to the Corus AODA Integrated Accessibility Standards Policy, please contact the Corus Accessibility Compliance Officer at 416-479-6076 or 1-866-537-2397 x 6076 or by email at [accessibility@corusent.com](mailto:accessibility@corusent.com).