

NOTICE – Availability of Supports for Employees with a Disability

Shalom Village Nursing Home is committed to integrating accessibility into regular workplace processes and to ensuring accessibility in the recruitment and selection process and throughout all stages of the employment life cycle.

Shalom Village Nursing Home is also committed to ensuring our employees are educated on and adhere to our AODA policies. Shalom Village Nursing Home will make all reasonable efforts to ensure that all people are treated and provided information and communication in a manner that is consistent with the principles of the AODA: Dignity, Independence, Equal Opportunity, and Integration.

Support for Individual with a Disability

Shalom Village Nursing Home is committed to ensuring that all employees are aware of those policies used to support employees with disabilities, including policies on the provision of job accommodation that take into account an employee's accessibility needs, as well as the development of individualized emergency response plans when required.

In accordance with the Integrated Accessibility Standards, Ontario Regulation 191/11, Shalom Village Nursing Homes' AODA Employment Standard Policy addresses the following:

- A. General Requirements
- B. Employment Standards Overview
- C. Recruitment, Assessment and Selection
- D. Accessible Formats and Communication Supports for Employees
- E. Documented Individual Accommodation Plans
- F. Workplace Emergency Response Information
- G. Plans and Processes
- H. Return to Work and Redeployment

Shalom Village Nursing Home will provide updated information to our employees whenever there is a change to existing policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability.

Please note, to facilitate certain supports or processes, the employer must be aware of the need for accommodation due to the employee's disability.

Should you have a question or require support, as per the terms of the applicable AODA policy, please do not hesitate to contact Maria Howard, 70 Macklin Street North, Hamilton ON, L8S 3S1, 905-529-1613 ext 229, joe.xamin@shalomvillage.ca

All inquiries are received in confidence, to the extent that it is operationally possible so to allow for the facilitation of the process or support.