

Accessibility Policy

Introduction

In 2005, the Government of Ontario passed the *Accessibility of Ontarians with Disabilities Act* (the **AODA**). The goal of the AODA is to remove barriers and make Ontario an accessible province for persons with disabilities by 2025. To help public, private and not-for-profit organizations identify, prevent and remove barriers to accessibility, the Integrated Accessibility Standards Regulations (**IASR**) under the AODA sets out specific accessibility standards in five areas:

- Customer Service
- Information and Communications
- Employment
- Transportation (not applicable to Cassels Brock & Blackwell)
- Built Environment

The accessibility standard for customer service has been implemented by Cassels Brock & Blackwell, resulting in the development and communication of a client and/or customer service policy, as well as the implementation of a comprehensive training program for our firm members to ensure the delivery of products and services to persons with disabilities is consistent with the principles of dignity, independence, integration and equal opportunity.

The remaining applicable standards have now been enacted and will be phased in over time, using a multi-year accessibility plan.

Commitment

Cassels Brock & Blackwell supports the intent of the AODA and its goal of achieving accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodations, employment, buildings, structures and premises.

The firm is committed to:

- Ensuring equal access and participation for people with disabilities
- Treating people in a way that respects their dignity and independence
- Meeting the needs of people with disabilities in a timely manner
- Meeting our accessibility requirements under the AODA

The multi-year accessibility plan will outline our strategy to identify and eliminate barriers for persons with disabilities and support the AODA requirements and initiatives. In accordance with the requirements set out in the IASR, the firm will:

- Post this plan on its website (www.casselsbrock.com)
- Report as required on the progress of the implementation of this plan
- Provide this plan in an accessible format, upon request
- Review and update this plan at least once every five years

This policy is available in an accessible format upon request.