



## ORGANIZATIONAL COMMITMENT OF ACCESSIBILITY

Organic Garage is committed to excellence in serving all customers, employees, volunteers and contracted service staff of the Company including people with disabilities as outlined in the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and in the Ontario Human Rights Code.

Under AODA and its Regulations, the following standards are applicable to Organic Garage:

- Customer Service
- Employment Standards
- Information and Communication Standard
- Built Environment

Under AODA, a disability is defined as:

- (a) Any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes 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,
- (b) A condition of mental impairment or a developmental disability,
- (c) A learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language
- (d) A mental disorder, or
- (e) An injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.

Organic Garage is meeting all regulated accessibility plans and policies which are posted on the company's website. These documents will be provided in agreed upon formats upon request.

*Policy last updated: December 18<sup>th</sup>, 2017*