



SPAR-Marathon Roofing Supplies Accessibility plan

Message from the CEO

Spar Marathon roofing supplies is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence. We believe in integration and we are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and meeting our accessibility requirements under the Accessibility for Ontarians with Disabilities Act and Ontario's accessibility laws.

Introduction

Spar Marathon roofing supplies achieved, training of all employees with online accessibility training

content

Spar Marathon roofing supplies strives to meet the needs of its employees and customers with disabilities and is working hard to remove and prevent barriers to accessibility.

Our organization/business is committed to fulfilling our requirements under the Accessibility for Ontarians with Disabilities Act. This accessibility plan outlines the steps Spar Marathon roofing supplies is taking to meet those requirements and to improve opportunities for people with disabilities.

Our plan shows Spar Marathon roofing supplies will play its role in making Ontario an accessible province for all Ontarians.

Section One: Past Achievements to Remove and Prevent Barriers

There are some projects and programs in our organization to improve accessibility for people with disabilities and to meet requirements of the Accessibility for Ontarians with Disabilities Act.

We are implemented training for all new employees to know the requirements of accessibility and update them by our newsletter.



Customer Service

- Our organization has remained in compliance with the Customer Service Standard by following guidelines for accessibilities.
 - Customer feedback through accessible email posted on our website with our safety and management team to accommodate all required needs.
 - To receive our feedback, we provided email access and developing website to accommodate this requirement.
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- **Information and Communications**

Section Two: Strategies and Actions

Our organization plans to meet the requirements of the Accessibility for Ontarians with Disabilities Act and to remove and prevent barriers to people with disabilities by meeting the requirements of the websites and enhancing in planning for

Customer Service

Spar Marathon roofing supplies is committed to providing accessible customer service to people with disabilities. This means that we will provide goods and services to people with disabilities with the same high quality and timeliness as others.

Our organization is planning to continue in order to comply with the Customer Service Standard (e.g., training new staff) and specify the timeframe for each.

Information and Communications

Spar Marathon roofing supplies is committed to making our information and communications accessible to people with disabilities.

We will also meet internationally-recognized Web Content Accessibility Guidelines (WCAG) 2.0 Level AA website requirements in accordance with Ontario's accessibility laws



Employment

Spar Marathon roofing supplies is committed to fair and accessible employment practices.

Spar Marathon roofing supplies is informing our employment equity by our job opening informing in our website and job posting .

Procurement

Spar Marathon roofing supplies is committed to accessible procurement processes.

Spar Marathon roofing supplies is committed to incorporating accessibility features/ considering accessibility for people with disabilities when designing, procuring or acquiring self-service kiosks.

Training

Spar Marathon roofing supplies is committed to providing training in the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities.

Spar Marathon roofing supplies provided online training with updated information from third party consultant company (Dunk & associate Inc) for accessibility for Ontarians with disabilities Act for all new employees.

Our performance management, career development and redeployment processes will take into account the accessibility needs of all employees

Design of Public Spaces

Spar Marathon roofing supplies will meet accessibility laws when building or making major changes to public spaces.

If applicable, list initiatives your organization is planning and specify the timeframe for each.

Spar Marathon roofing supplies will put procedures in place to prevent service disruptions to the accessible parts of our public spaces.



For More Information

For more information on this accessibility plan, please contact Mehran Ahmadi at

Telephone number :4167442050,

email address: signet@sparmarathon.ca

Standard and accessible formats of this document are free on request from above email and free to download in our website.

www.sparmarathonroofing.com