



# **CHRISTIE DIGITAL SYSTEMS CANADA AND CHRISTIE DIGITAL SYSTEMS INNOVATION ULC INTEGRATED ACCESSIBILITY STANDARDS REGULATION POLICY**

November 2024

***CHRISTIE***<sup>®</sup>



## Commitment to Persons with Disabilities

Christie Digital Systems Canada Inc. and Christie Digital Systems Innovations ULC (“Christie”) is committed to creating and maintaining a barrier-free work environment to ensure the full participation and treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity and are committed to meeting the needs of people with disabilities in a timely manner. We will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act (2005).

Christie has developed and made available upon request this policy and a multi-year accessibility plan which outlines the actions we will put in place to improve opportunities for people with disabilities, the same opportunity to access our services and allow them to benefit from the same services, in the same place and in a similar way to other customers.

## Accessibility Plan

Christie will develop, maintain and document a multi-year Accessibility Plan outlining the company’s strategy to prevent and remove barriers from its workplace and to improve opportunities for people with disabilities.

The Accessibility Plan will be reviewed and updated at least once every five years and will be posted on the company’s website. Upon request, Christie will provide a copy of the Accessibility Plan in an accessible format.

To view a copy of **Christie’s Multi-Year Accessibility Plan**.

## Information and Communication Standards

### Accessible Emergency Information

- Christie will provide emergency information in an accessible format or with communication supports when requested. This includes public safety information and emergency plans.



## **Feedback from Customers and Employees**

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

## **Accessible Formats and Communication Supports**

- Upon request, Christie will provide or will arrange for the provision of accessible formats and communication support for people with disabilities in a timely manner that considers the person's accessibility needs due to disability.

## **Emergency Procedures/Plan**

- Christie will provide individualized workplace emergency response information to employees who have a disability, if the disability is such that the individualized information is necessary, and if Christie is aware of the need for accommodation due to the employee's disability. Christie will provide this information as soon as practicable after becoming aware of the need for accommodation. Where the employee requires assistance, Christie will, with the consent of the employee, provide the workplace emergency response information to the person designated by Christie to aid the employee. Christie will review the individualized workplace emergency response information when the employee moves to a different location in the organization or when the employee's overall accommodation needs or plans are revised.

## **Accessible Website and Web Content**

- Christie will ensure that our Internet website, including web content conforms to the Worldwide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0, at Level AA except this is impracticable.

# **Employment Standards**

## **Recruitment, Assessment or Selection Process**

- Christie will notify its employees and the public about the availability of accommodation for applicants with disabilities in its recruitment process.
- Christie 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 the materials or processes to be used. If a selected applicant requests accommodation, will consult with the applicant and provide, or



arrange for the provision of, suitable accommodation in a manner that considers the applicant's accessibility needs due to disability.

- Notice to Successful Applicants, when making offers of employment, Christie will notify the successful applicant of its policies for accommodating employees with disabilities.
- Informing Employees of Supports, Christie 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 accommodation that consider 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**

- Upon the request of an employee with a disability, Christie will consult with the employee to provide or arrange for the provision of accessible formats and communication support for information that is needed to perform their job, and information that is generally available to other employees. In determining the suitability of an accessible format or communication support, Christie will consult with the employee making the request.

### **Workplace emergency response information**

- Christie will provide individualized workplace emergency response information to employees who have a disability, if the disability is such that the individualized information is necessary, and if Christie is aware of the need for accommodation due to the employee's disability. Christie will provide this information as soon as practicable after becoming aware of the need for accommodation. Where the employee requires assistance, Christie will, with the consent of the employee, provide the workplace emergency response information to the person designated by Christie to aid the employee. Christie will review the individualized workplace emergency response information when the employee moves to a different location in the organization or when the employee's overall accommodation needs or plans are revised.

### **Documented Individual Accommodation Plans**

- Christie will maintain a written process for the development of documented individual accommodation plans for employees with disabilities. If requested, information regarding accessible formats and communications supports provided will also be included in 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**

- Christie 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 accommodation to return to work. The return to work process outlines the steps Christie 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 (i.e., the Workplace Safety Insurance Act, 1997).

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

- Christie will consider 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.

The Transportation Standard, Design of Public Spaces and Built Environment Standard do not pertain to Christie at this time. Should this change be in the future Christie will ensure it meets the requirements of these standards.

## **Training Employees and Volunteers**

Christie will provide training for employees and volunteers on but is not limited to the Integrated Standard and the Ontario Human Rights Code as it pertains to people with disabilities to:

- all its employees and volunteers
- all people who participate in developing Christie's policies
- all other people who provide goods, services or facilities on behalf of the company

Training will be provided in a way that best suits the duties of the employees, volunteers and others who represent the organization. Employees will be trained when changes are made to the accessibility policy. New employees will be trained upon hire.

Christie will keep a record of who has been trained and when they are trained.

Christie will take the following steps to ensure employees and volunteers are provided with the training needed to meet Ontario's accessibility laws. Christie will utilize the video



program created and hosted by the Ontario Human Rights commission, Working Together: The Code and the AODA. The program includes section on:

- the Code
- understanding the duty to accommodate
- applying human rights principles
- compliance and enforcement

For more information on this policy on this policy or the multi-year accessibility plan, please contact at via email at [webmaster@christiedigital.com](mailto:webmaster@christiedigital.com) or writing to Christie Digital at 809 Wellington St. N. Kitchener, ON, N2G 4Y7.

Accessible forms of this document and the accessibility plan are available upon request, please contact Human Resources using the contact information noted above.