



**Multi-Year Accessibility Plan
Accessibility for Ontarians with Disabilities Act, 2005**

Integrated Accessibility Standards

Part I – General Requirements

Section	Initiative	Description	Action	Compliance Date
3	Establishment of Accessibility Policies	3.(1) Every obligated organization shall develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements under the accessibility standards referred to in this Regulation.	LLF Lawyers has developed and implemented policies governing how it achieves accessibility and is committed to maintaining such policies. Action Taken: Accessibility policies have been developed and implemented and have been posted on our website. Accessibility policies will be provided in an accessible format, upon request.	January 1, 2014 - complete
4	Accessibility Plans	4.(1) Large organizations shall, <ul style="list-style-type: none"> • establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization’s strategy to prevent and remove barriers and meet its requirements under this Regulation; • post the accessibility plan on their website, if any, and provide the plan in an accessible format upon request; and • review and update the accessibility plan at least once every five years. 	LLF Lawyers has developed and implemented this multi-year accessibility plan to prevent and remove barriers and meet its requirements under this Regulation. Action Plan: This Multi-Year Plan has been posted on our website and will be provided in an accessible format, upon request. LLF Lawyers is committed to reviewing and updating this plan at least once every five years. Last reviewed June 30, 2021.	January 1, 2014 - complete
7	Training	7.(1) Every obligated organization shall ensure that training is provided on the requirements of the accessibility standards referred to in this Regulation and on the Human Rights Code as it pertains to persons with disabilities to, <ol style="list-style-type: none"> (a) all employees, and volunteers; (b) all persons who participate in developing the organization’s policies; and (c) all other persons who provide 	LLF Lawyers is committed to implementing a process to ensure that training on the requirements of the IASR and Human Rights Code, as it pertains to persons with disabilities, is provided to all required persons. Action Plan: All staff have been trained on the requirements of the IASR and Human Rights Code, as it pertains to	January 1, 2015 - complete and ongoing



Part I – General Requirements

Section	Initiative	Description	Action	Compliance Date
		goods, services or facilities on behalf of the organization.	<p>persons with disabilities. All new staff are trained as part of the onboarding process. A record of the training provided, including the names of those trained and the dates of training, will be kept and maintained.</p> <p>Training will be provided on any changes to the prescribed policies on an ongoing basis.</p>	

PART II – Information and Communications Standards

Section	Initiative	Description	Action	Compliance Date
11	Feedback	11.(1) Every obligated organization that has processes for receiving and responding to feedback shall ensure that the processes are accessible to persons with disabilities by providing or arranging for accessible formats and communications supports, upon request.	<p>LLF Lawyers is committed to ensuring that all existing and future processes for receiving and responding to feedback are made accessible to persons with disabilities.</p> <p>Action Plan: LLF Lawyers will consult with the person making the request to determine suitability of an accessible format or communications support and do so in a timely manner and at no additional cost to the person making the request.</p>	January 1, 2015 - complete
12	Accessible Formats & Communication Supports	12.(1) Except as otherwise provided, every obligated organization shall upon request provide or arrange for the provision of accessible formats and communication supports for persons with disabilities, a) in a timely manner that takes into account the person’s accessibility needs due to disability; and b) at a cost that is no more than the regular cost charged to other persons.	<p>LLF Lawyers is committed to making company information and communications accessible to persons with disabilities.</p> <p>Action Plan: LLF Lawyers will consult with the person making the request to determine suitability of an accessible format or communication support and do so in a timely manner and at no additional cost to the person making the request.</p>	January 1, 2016 - complete
12		12.(2) The obligated organization shall consult with the person making the request in determining the suitability of an accessible format or communication support.	LLF Lawyers will notify the public about the availability of accessible formats and communication supports	January 1, 2016 - complete