

# Accessibility Policy

**Equal Opportunity:** Schweitzer's is an equal opportunity employer and service provider. We do not discriminate against individuals on the basis of disability, and we welcome applications, clients, and visitors from all backgrounds and abilities.

**Access to Services:** We are committed to providing accessible services to all individuals. Our services will be delivered in a manner that respects the dignity and independence of people with disabilities. If necessary, we will work with individuals to provide accommodation that ensures equal access to our services.

**Accessible Workplace:** Schweitzer's will provide a workplace that is accessible to all employees. We will make all reasonable efforts to accommodate the needs of employees with disabilities, ensuring they can fully participate in all aspects of employment, including recruitment, training, job performance, and career advancement.

**Communication:** We will communicate with people with disabilities in ways that consider their needs. This may include providing information in accessible formats, facilitating communication support, or using assistive devices.

**Feedback and Concerns:** We welcome feedback from employees, clients, and the public regarding our accessibility policies and practices. If you have concerns or require accommodation, please contact [info@schweitzers.ca](mailto:info@schweitzers.ca).

**Training:** All employees will receive training on accessibility and AODA standards, as appropriate to their roles. We will ensure that our team is knowledgeable about disability-related issues and how to provide accessible services.

If you have any questions or require further information about our accessibility policies, please contact [info@schweitzers.ca](mailto:info@schweitzers.ca).

Schweitzer's is dedicated to promoting a culture of accessibility and inclusion, and we are committed to taking the necessary steps to achieve these goals. We thank you for your support in helping us create a more accessible and inclusive environment.