



ACCESIBILITY PLAN
EARL HARDY TRUCKING INC
2024



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GENERAL

Executive Summary

Earl Hardy Trucking Inc (EHT) is committed to building a culture of inclusivity and accessibility. Not only is this part of our company culture but opening access to all is imperative to our continued growth and competitiveness as an employer in the transportation and logistics industry. We will contribute to a barrier-free Canada for everyone by building an accessibility framework that will support employees and the public we serve have the best experience possible with our services, and facilities.

We know creating a barrier-free environment takes time and we are dedicated to the ongoing identification, removal and prevention of barriers. EHT will build on our current efforts through the development of our initial Accessibility Plan as required under the Accessible Canada Act. This Accessibility Plan will guide our organization in meeting our accessibility commitments and in building an accessibility-confident culture.

To address gaps in these areas, it is important to recognize and understand the needs of those with disabilities. For this reason, this plan was developed in consultation with employees via employee survey.

A summary of initial opportunities include:

- Improving the attraction of persons with disabilities to jobs in our company and the trucking sector.
- Expanding the range and options for accommodation.
- Being better prepared to provide information in accessible formats when requested.
- Improving the knowledge of our team and leveraging the capabilities of accessibility features in IT equipment, programs, and systems.

DEFINITIONS

Accessibility:

Refers to the needs of persons with disabilities being intentionally and thoughtfully considered when products, services and facilities are built or modified so they can be used and enjoyed by all.

Barrier:

The Accessible Canada Act defines a barrier as “anything—including anything physical, architectural, technological or attitudinal, anything that is based on information or communications or anything that is the result of a policy or a practice—that hinders the full and equal participation in society of persons with an impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment or a functional limitation.”

Disability:

The Accessible Canada Act defines a disability as “any impairment, including a physical, mental, intellectual, cognitive, learning, communication, or sensory impairment—or a functional limitation— whether permanent, temporary, or episodic in nature, or evident or not, that, interaction with a barrier, hinders a person’s full and equal participation in society.”



Your input and feedback

EHT welcomes feedback on our Accessibility Plan from the public, employees, and our stakeholders. This feedback is valuable to us as it helps us break down accessibility barriers and build on our commitment to accessibility and inclusion.

If you have an inquiry or feedback, please use one of the contact methods below. We will respond to all feedback in a timely manner. If you require support while providing feedback let us know and we will do our best to accommodate your needs.

Contact: Alejandro Celis – General Manager
Email: admin@ehtcan.com
Telephone: +1 (519) 423-6868
Mailing Address: 584316 Beachville Road, Beachville, Ontario, N0J 1A0 – PO Box 190
Website: www.ehtcan.com

Statement of Commitment

At EHT we are committed to making our organization and the services we provide accessible to all, including persons with disabilities. All Canadians have the right to benefit from our services equally and those who work with us have the right to perform their jobs free of barriers.

AREAS IDENTIFIED IN THE ACCESSIBLE CANADA ACT

Employment

Barrier #1:

There is a need to expand our understanding of the range and variety of accommodation options available to persons with disabilities interested in becoming truck drivers or part of the transportation and logistics industry.

Action(s):

Train hiring personnel to help them understand their responsibilities in the accommodation process; guide them in supporting all employees and implementing suitable workplace adjustments.

Built Environment

Barrier #2:

Safety signage in our building is not accessible for people with low vision.

Action(s):

Install signs with tactile and Braille text in key locations throughout the building.

Information and Communication Technologies (ICT)

Barrier #3:

Our team is not familiar with accessibility technology and does not know how to assist persons with disabilities in the workplace.

Action(s):

Train employees to increase their accessibility knowledge and learn how to adapt services and improve interactions with persons with disabilities.

Communication Other Than ICT

Barrier #4:

We do not have a process where our employees, customers and the public can request barrier free alternative formats of communication within a timely manner.

Action(s):

- Identify service providers to create alternate formats, where appropriate and when needed.
- Create a process to provide communication materials in alternative formats.

Procurement of Goods, Services and Facilities

Barrier #5:

We do not have a process or procedure to ensure accessibility is considered when procuring services or goods.

Action(s):

Create procurement procedure to include accessibility checks when buying goods and services.

Design and Delivery of Programs and Services

Barrier #6:

There is a need to create a standard approach for ensuring all programs, processes and services have taken accessibility into account.

Action(s):

- Create an Accessibility Checklist to help ensure key accessibility considerations are implemented.
- Provide training on Accessibility Standards for those whose role is to develop programs, processes, and procedures.

Transportation

Barrier #7:

Accessing a transport truck could potentially become challenging for drivers due to the repetitive nature and height of the steps involved.

Action(s):

We will provide and install extended tractor steps/folding steps, where applicable, to reduce the climbing distance when getting into truck cabs.



CONSULTATIONS

To align with EHT's commitment to make our workplace environment accessible to all, we have developed our Accessibility Plan in consultation with our employees.