



Accessibility Action Plan 2022-2025

Women and Gender Equality Canada

December 31, 2022



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Message from Deputy Minister

It's with great pride that Women and Gender Equality Canada (WAGE) presents its Accessibility Action Plan and reiterates its commitment to building a barrier-free, diverse, and inclusive Canada that is accessible to everyone.

The Department is grateful to its many partners and employees for their vital contribution towards the development of its Accessibility Action Plan, which serves as a valuable pillar for its organization.

WAGE aspires to become a leader in the implementation of progressive accessibility policies, and in removing barriers that hinder the full and equal participation of all individuals in their workplace and community.

We want to foster a culture that understands why accessibility matters and prioritizes the integration of accessibility in everyday business activities, simply because it puts us in touch with reality and makes us a better organization.

Building a barrier-free workplace starts with demonstrating leadership and WAGE's management team and employees are committed to taking action to advance accessibility and inclusivity.

We will monitor our progress as we go, and we will learn and grow as we aim to be better.

Let's all think about what we can do individually, and collectively, to make our workplaces, our communities, and our country accessible and inclusive. It's by working together that we'll have the biggest impact.

Frances McRae
Deputy Minister of Women and Gender Equality and Youth

General

This Plan is an evergreen document. This document will be updated based on employee feedback and ongoing consultations. Women and Gender Equality Canada (WAGE) will actively monitor, measure and report annually on its progress. This document will be completely reviewed and revised in 3 years.

Contact Us

Anyone may contact **the Director General, Human Resources Branch** using the communication methods below to:

- provide feedback or ask questions
- request the Accessibility Plan in an alternate format as described in subsection 8(2) of the [Regulations](#)
- request descriptions of WAGE's feedback process in an alternate format as described in subsection 9(5) of the [Regulations](#)

Mailing address:

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You can also use our [online feedback form](#) to contact us.

All requests will be acknowledged according to the same means by which we received the request. For feedback purpose, the information will be kept anonymous. All answers will be compiled and used to address future actions in a later plan.

We look forward to receiving feedback, questions, concerns, and suggestions on this Plan or other matters related to accessibility.

For more information, please visit our [reply process page](#).

Executive Summary

In 2010, Canada ratified the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and committed to furthering the rights of persons with disabilities. The Accessible Canada Act (ACA) came into force in 2019 with a goal to realize a barrier-free Canada by 2040 and uphold the Government of Canada's commitment to accessibility and the rights of persons with disabilities. A key principle of the ACA is "Nothing Without Us", which means that persons with disabilities should be consulted when developing laws, policies and programs that impact them. The legislation focusses on identifying, removing, and preventing barriers to accessibility in 7 priority areas: employment; the built environment; information and communication technologies (ICT); communication other than ICT; the design and delivery of programs and services; the procurement of goods and services and facilities; and transportation.

The Department for Women and Gender Equality (WAGE) is committed to building a barrier-free workplace that is inclusive and accessible to its employees, stakeholders, and clients. WAGE aspires to be a leader in implementing progressive accessibility policies and removing barriers that hinder the full and equal participation of all individuals in their day to day lives.

WAGE's Action Plan was informed by consultations with an internal working group and external partners. This includes feedback gathered through the accessibility employee survey and focus groups. Some of the major barriers identified were:

- Lack of commitment to accessibility training and development;
- Lack of centralized feedback system to address accessibility questions;
- Lack of centralized accommodation policy; and
- Lack of accessible information and resources.

This Plan describes actions that address these barriers and support the ACA, including:

- Policy and Planned actions across ACA priority areas;
- Mechanisms by which Persons with Disabilities can provide feedback;
- Mandatory accessibility training for staff;
- Defining baseline outcomes and measurement for planned activities; and
- Reporting on results.

Accessibility in action at WAGE includes contributing to building an accessible and confident public service. There is great value in ensuring that public servants understand what accessibility means, why it matters, and prioritizing the integration of accessibility in everyday business activities to make WAGE a more accessible and inclusive employer and service provider.

Accessibility Statement

The Government of Canada has taken actions to address persistent gender inequalities in Canada. To make progress towards a country where people of all genders are equal in every way and can achieve their full potential, Women and Gender Equality Canada (WAGE) will continue to take action to advance more equitable social, political, and economic outcomes for women, girls, and people of all genders in Canada.

In particular, the department will focus on four priority areas:

- Preventing and addressing gender-based violence
- Strategic action and engagement to address systemic barriers to gender equality
- Ensuring Gender-based Analysis Plus (GBA+) Plus throughout federal government decision making processes
- Supporting community action to advance gender equality

WAGE's Accessibility Action Plan is a framework for building an accessible and inclusive workplace, at all levels within the organization, that is representative of the population it serves. Providing accessibility training, raising awareness, and equipping employees with the right tools will help ensure that policies, programs, and services prioritize accessibility in their design, development and delivery, and that business decisions support accessibility goals. All employees at all levels play a key role in supporting WAGE's accessibility goals, which include:

- Creating a workplace culture that is open, welcoming, and barrier free to all employees, including persons with disabilities;
- Fostering an environment where all employees, including employees with disabilities, are comfortable talking with people in their work unit about issues related to disabilities and accessibility;
- Applying an inclusive and accessible lens from the start to all levels of decision-making by including the experiences and feedback of persons with disabilities into the process; and
- Providing fully accessible tools, documents, and information to employees.

Consultations

Consultation activities undertaken in support of WAGE’s Accessibility and Action Plan support the principle of “Nothing Without Us” by encouraging the participation of those affected by the policy. This principle also served as the theme for the United Nations Convention on the Rights of Persons with Disabilities. It reinforces the need to actively engage persons with disabilities in the design, development, and decision-making process.

WAGE, in partnership with the Canadian Council on Rehabilitation and Work (CCRW) engaged in a process to review, assess and strengthen policies and planning, as guided by the ACA. The CCRW is a national not-for-profit organization that promotes and supports the meaningful and equitable employment of persons with disabilities. The review was undertaken in alignment with the principles of WAGE’s Accessibility Action Plan for the 2022-2025 cycle. These principles include:

- Everyone must be treated with dignity;
- Everyone must have the same opportunity to create the life they wish to have;
- Everyone must be able to participate fully and equally in society;
- Everyone must have meaningful options and be free to make their own choices, with support if they desire;
- Laws, policies, programs, services, and structures must consider the ways that different kinds of barriers and discrimination intersect;
- Persons with disabilities must be involved in the development and design of laws, policies, programs, services, and structures that impact them, and;
- Accessibility standards and regulations must be developed with the goal of achieving the highest level of accessibility.

In December 2021, WAGE established an internal Accessibility Working Group (AWG) comprised of members from various parts of the organization with expertise in the different areas as described in Section 5 of the ACA. Members have the mandate to represent their sector, analyze information collected and develop action plans to address the identified barriers. They also validate the feasibility of these actions in relation to their respective fields of expertise.

Members ensure that the Action Plan is progressing according to pre-established timelines. They report any relevant information, training, or emerging topics on accessibility for discussion purposes and work on developing innovative approaches, on an ongoing basis.

In February 2022, a self-assessment tool was developed, in collaboration with the AWG, to assess the organization’s current accessibility readiness. This provided information on whether

internal stakeholders had developed and/or implemented plans within their respective sectors to address relevant barriers.

WAGE launched its first Accessibility Survey in June 2022, during National AccessAbility Week (NAAW), to give employees a voice, and to inform the design of the Accessibility Action Plan. The objective of the survey was to:

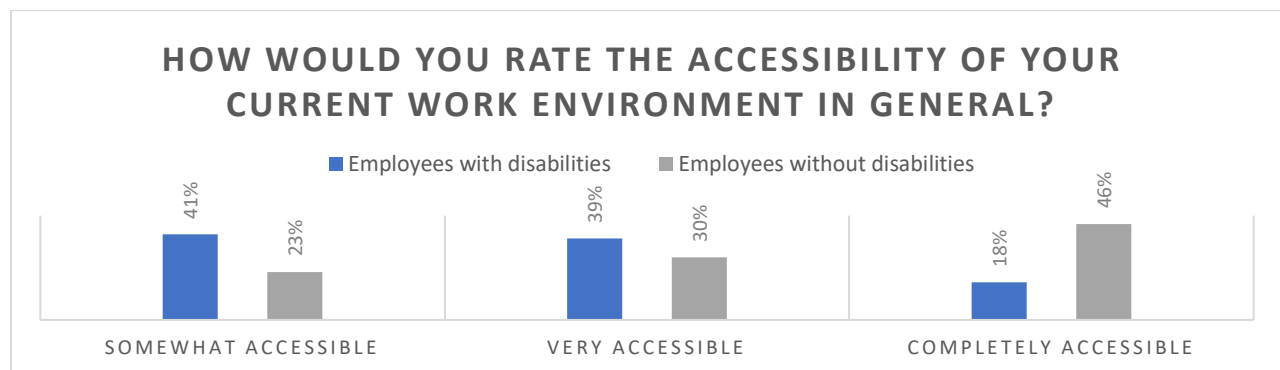
- Improve understanding of the state and perception of accessibility and barriers faced by persons with disabilities across WAGE;
- Help establish a baseline of data to prepare WAGE’s Accessibility Plan;
- Inform future work and analysis needed under the Accessibility Plan;
- Improve understanding of self-identification campaign results; and
- Increase awareness and encourage conversations related to accessibility.

Approximately 30% of the WAGE workforce completed the survey. Of that percentage, 26% of respondents identified as having a disability.

The methodology used for the survey was as follows:

- Duration: 14 days (June 3 to 17, 2022, 3:00 p.m. EST)
- Survey (29 questions) was broken down into five categories of questions:
 - Socio-demographic (9 questions)
 - Accessibility (7 questions)
 - Barrier (4 questions)
 - Accommodation (5 questions)
 - Self-Identification in MyGCHR (4 questions)

The following diagram highlights survey results which illustrate the perception of accessibility in general of the current work environment for WAGE employees:



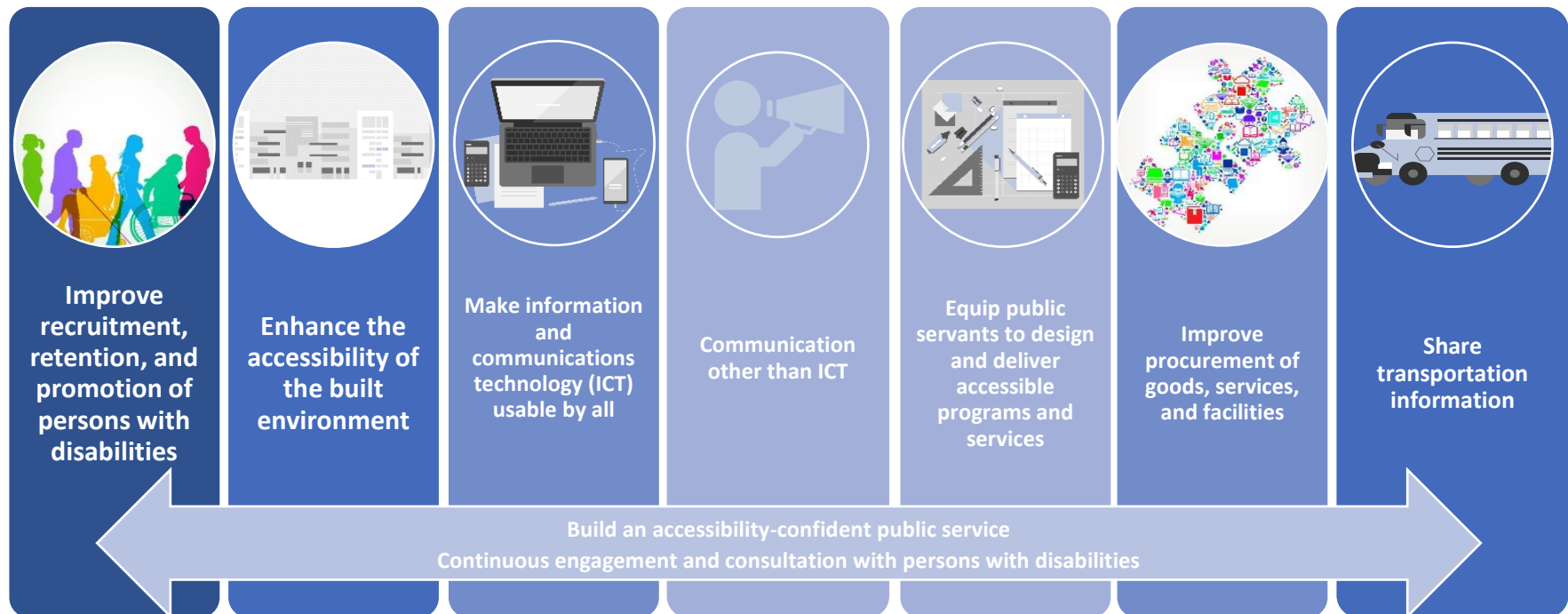
The organization held two voluntary consultation sessions with persons with disabilities. For those who wished to participate in other ways, a questionnaire was sent to them to obtain their feedback. Questions were asked related to barriers they might have encountered or witnessed, that were either physical and/or architectural, technological, related to information and/or communication, attitudinal and systemic. They were also invited to propose solutions.

Overarching barriers identified within WAGE based on survey results, consultation with persons with disabilities and shared policy documentation include, but are not limited to:

- No time formally allotted for training: Inclusion and accessibility training time are not proactively built into WAGE practices and procedures, which creates time-conflicts and de-prioritizes knowledge of accessibility training.
- No official accountability mechanism: There lacks a centralized feedback system wherein all employees, including those with disabilities, can share their thoughts. As a result, there is also an inability for WAGE to understand the broad accessibility issues faced by existing employees and potential new talent joining WAGE through the recruitment process.
- No centralized accommodation policy: There is an absence of a centralized accommodation policy within WAGE that is communicated to, accessed by, and broadly understood by all, including managers.
- No clear communication or access to resources and information: There is a significant gap when it comes to knowing where to find information and resources related to disabilities and accessibility at WAGE. A reoccurring theme throughout the consultations and in the survey, shows that there is an information gap for all employees, including managers, when it comes to accessibility and barriers, and an absence of written documentation to support the transfer of information.

Areas described under section 7 of the ACA

WAGE's Accessibility Action Plan focuses on the seven (7) priority areas of the ACA and includes continuous engagement and consultations with persons with disabilities.



Employment

Accessible employment at WAGE means that job seekers and public servants with disabilities have equal access to employment opportunities and can contribute at their full potential.

Barriers that have been identified within WAGE include, but are not limited to:

- Need for accessibility specific recruitment and retention tools: provide managers with resources, and knowledge on how to hire, support and promote employees with disabilities. Some tools and processes used for recruitment are not in an accessible format and lack flexibility or willingness to accommodate diverse needs; (a need to develop guidance documents and tools for hiring managers).
- Need for the removal of stigma: survey results indicate that several employees make the choice to NOT self-identify due to stigma and internalized ableism, and other reasons such as having a negative impact on career.

OPI: Office of Primary Interest, HR: Human Resources

Actions to eliminate barriers	OPI	2022 – 2023	2023 – 2024	2024 – 2025
Examine accommodation processes to increase timeliness and quality of service and to move to a yes-by-default approach	HR		Planned	
Hold targeted recruitment processes to fill identified gaps, and access government-wide program to achieve this goal	HR	In progress	To implement	
Identify and establish a hiring/recruitment and promotion target and plan based on context, staffing requirements, and gaps to significantly increase departmental representation in order for the public service to achieve a target of 7% representation of persons with disabilities by 2025	HR	Continuous	Continuous	Continuous
Ensure that anyone involved in the hiring process completes the following training: Inclusive Hiring Practices for a Diverse Workforce (H205)	HR	Continuous	Continuous	Continuous
Develop process and allocate resources regarding adjustments or accommodations during the staffing process	HR	In progress	To implement	Continuous
Build accessibility considerations into departmental human resources plans and all other plans (employment equity, diversity, and inclusion; wellness; official languages; etc.)	HR	In progress	To implement	Continuous
Develop guidance documents and tools for hiring managers	HR	In progress	To implement	
Establish an accessibility sub-committee within the Diversity and Inclusion Committee (including employees with disabilities) to review and identify gaps when needed in order to be more accessible and inclusive	HR	In progress	To implement	

Develop departmental development programs to focus more on opportunities for persons with disabilities	HR		To initialize	To implement
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Built environment

Enhancing the accessibility of the built environment at WAGE works to ensure clients and employees have barrier-free access.

Barriers that have been identified within WAGE include, but are not limited to:

- Need for a centralized accommodation policy: provide access on WAGE’s workplace that is communicated to, accessed by, and broadly understood by all, including managers.
- Need for clear communication: actively promote accessibility features and services offered in the workspace and public-facing spaces should clearly indicated and communicated to employees, stakeholders, and clients.

OPI: Office of Primary Interest, CSB: Corporate Services Branch, OHS: Occupational Health and Safety

Actions to eliminate barriers	OPI	2022 – 2023	2023 – 2024	2024 – 2025
Review the built environment in consultation with persons with disabilities (employees, clients, and other people who regularly conduct business in buildings)	CSB OHS	In progress	Continuous	Continuous
Review the new built environment in consultation with persons with disabilities (employees, clients, and other people who regularly conduct business in the building) in regional workspaces to identify how it could be more accessible and inclusive	CSB OHS		To initialize	Continuous

Actively promote accessibility features and services offered in workspaces and public-facing spaces	CSB	In progress	Continuous	
Ensure that events and meetings are accessible to all employees and, where applicable, the public	CSB	In progress	Continuous	Continuous

Information and communication technologies (ICT)

Make information and communication technologies at WAGE usable by all.

Barriers that have been identified within WAGE include, but are not limited to:

- Need for built-in accessibility considerations: a lack of awareness exists when ensuring technology at WAGE is accessible to all employees.
- Need for raised awareness of accessibility tools: many employees are not aware of tools and functions available to facilitate accessibility.

OPI: Office of Primary Interest, CSB: Corporate Services Branch, HR: Human Resources, Comms: Communications

Actions to eliminate barriers	OPI	2022	2023	2024
		2023	2024	2025
Ensure that accessibility considerations are included in departmental IT plan	CSB	Completed		
Integrate and partner with accessibility, accommodation, and adaptive computer technology programs in order to offer a wide range of adaptations, alternate approaches, tools, training, services, resources, and adaptive computer technologies for employees with disabilities	HR Comms CSB	Continuous	Continuous	Continuous

Review systems, software, websites, and equipment to ensure that they are accessible, and develop a plan to address barriers	Comms CSB		To initialize	To implement
Ensure accessibility features can be enabled on devices	CSB	Completed		
Provide and promote resources for employees to generate (internal and external) accessible content with common tools (for example, Microsoft Office)	CSB Comms HR	In progress	To implement	Continuous
Adopt measures and procedures to enable accessible, inclusive, and barrier-free IT equipment installations	HR CSB		Planned	
Deliver presentation on accessibility of IT to all employees	Comms CSB		Planned	

Communication, other than information and communication technologies

Provide a barrier-free environment at WAGE that offers accessible communications.

Barriers that have been identified within WAGE include, but are not limited to:

- Need for clear communications: an information gap exists for all employees, including managers, when it comes to accessibility and barriers, and there is an absence of written documentation to support the transfer of information.
- Need for access to resources: there is an issue when it comes to accessing resources related to disabilities and accessibility (accommodations) at WAGE.

OPI: Office of Primary Interest, CC: champions and committee, HR: Human Resources, Comms: Communications

Actions to eliminate barriers	OPI	2022	2023	2024
		–	–	–
		2023	2024	2025

Provide documents in accessible formats, where possible, to promote accessibility	HR Comms	In progress	Continuous	Continuous
Identify resources to review documentation that will be shared with all employees in order to ensure accessibility	Comms		Planned	
Develop an accessibility strategy to analyze barriers for persons with disabilities, and develop an action plan	HR	Completed		
Identify an accessibility champion who will provide visible and sustained leadership in the development and launch of a network of employees with disabilities within the Department	HR	In progress	To implement	
Develop a process to ensure that concerns from employees with disabilities can be provided confidentially, including through the ombuds office and confidential questionnaires	HR	In progress	To implement	
Identify, promote, and encourage training from Canada School of Public Service and awareness-raising events, such as internal information sessions, to combat myths and remove stigma regarding disability	CC HR	Continuous	Continuous	Continuous
Promote self-identification form and self-declaration of employees with disabilities in order to reduce the stigma regarding disability and to improve reporting on the state of persons with disabilities in the public service	CC HR	Continuous	Continuous	Continuous
Develop tools for employees and managers to focus on developing inclusive and accessible environments from the start rather than seeking accommodations after the fact, including by implementing the Accessibility Passport from the beginning of the onboarding process	HR	In progress	To implement	

Design and delivery of programs and services

Ensure WAGE is equipped to design and deliver programs and services that are inclusive, accessible, and benefit all.

Barriers that have been identified within WAGE include, but are not limited to:

- Need for barrier-free policies and programs: a review of existing policies and programs is required to identify, modify and or remove any barriers.
- Need for built-in accessibility measures: an accessibility analysis needs to be initiated at the start of any policy and program design, development, and delivery process.

OPI: Office of Primary Interest, HR: Human Resources, PROG: Programs, POL: Policy

Actions to eliminate barriers	OPI	2022 – 2023	2023 – 2024	2024 – 2025
Build accessibility into all new policies and programs by applying the GBA+ tool which includes a disability lens and incorporate an accessibility and inclusion checklist	POL		To initialize	Continuous
Provide assistance to employees and managers in navigating the accommodation process in order to provide employees with the tools needed to do their job	HR		Planned	
Gradually assess internal programs, in consultation with persons with disabilities at WAGE, to identify and remove barriers for persons with disabilities	PROG		To initialized	Continuous
Obtain data on client satisfaction from the perspective of persons with disabilities by conducting an accessibility survey in the Department	HR	Completed	Continuous	Continuous
Monitor the provision of Grants and Contributions (G&C) assigned to organisations that provide support to persons with disabilities	PROG	Continuous	Continuous	Continuous

Procurement of goods, services, and facilities

WAGE is committed to ensuring accessibility standards throughout the procurement process, encompassing supplier documentation, purchasing procedures, and decision-making, with the goal of reducing and removing accessibility obstacles.

Barriers that have been identified within WAGE include, but are not limited to:

- Need for internal training of procurement professionals: Lack of knowledge in accessible procurement of goods, services, and facilities for employees.
- Procurement procedures: Need to integrate an accessibility perspective into the procurement process.

OPI: Office of Primary Interest, CSB: Corporate Services Branch

Actions to eliminate barriers	OPI	2022 – 2023	2023 – 2024	2024 – 2025
Implement a mandatory training program tailored specifically to procurement officers, aimed at equipping them with the expertise to effectively prioritize and integrate accessibility requirements into procurement procedures	CSB		To initialize	Continuous
Consider accessibility early in the procurement process to avoid barriers for end users and update procurement procedures with mandatory accessibility checklists for each request, guiding technical authorities on tender, proposal, and contract criteria	CSB		To initialize	Continuous

Transportation

WAGE has conducted a thorough review of its policies, practices, programs, and services, identifying no current barriers in transportation. However, we have recognized challenges related to commute times. To address this, WAGE instituted a work-from-home policy to alleviate potential barriers for some employees. Additionally, WAGE is committed to providing information on available transportation options around workplaces, including parking, public transit, and adapted transport services.

OPI: Office of Primary Interest, CSB: Corporate Services Branch

Actions to eliminate barriers	OPI	2022 – 2023	2023 – 2024	2024 – 2025
Share information about transportation services available near WAGE buildings (parking, cabs, public transport, and adapted transport)	CSB		Planned	

Roles and responsibilities

The Deputy Minister approves this plan and the Accessibility Champion, the Departmental Program and Operations Sector and the Strategic Policy Sector, and the Accessibility Working Group will support the Deputy Minister in its implementation, according to their expertise. Managers and staff also play a role in ensuring agreement, mutual accord, and compliance.

The Accessibility Champion

A member of the Executive Committee who reports to the DM and carries special responsibility for overseeing and ensuring that the work identified in the Action Plan is progressing satisfactorily and, if not, determines what management steps could be taken to ensure progress proceeds as planned.

- Advocate for Accessibility at all levels and bring an active voice to the management and executive table to increase visibility on accessibility barriers; and
- Ensure that the differences, views, and contributions of all employees are recognized, respected, and valued in their area.

Strategic Policy Sector

- Support and implement the Accessibility Action Plan; and
- Consult Persons with disability on the development of their products and services.

Departmental Program and Operations Sector

- Ensure that staff and the public are informed of the Plan and the reply process.
- Provide advice and guidance on interpretation and implementation of the Plan and share best practices;
- Assess the Plan's effectiveness;
- Review and update the Plan, ensuring that it remains consistent with the Office of Public Service Accessibility's Directive and the needs of all concerned parties;
- Develop and maintain progress reports;
- Handle feedback and requests received from public and employees;
- Consult regularly with Persons with disabilities to take informed decisions in reference to the Action Plan;
- Conduct a threat and risk assessment of potential barriers to accessibility;
- Inform management and staff of any security risks and make recommendations; and
- Monitor the implementation of recommendations and continually assess security risks associated with the Action Plan.

Working Groups

- Collaborate to align the organization’s efforts to advance accessibility;
- Raise awareness, promote accessibility and related learning opportunities – act as “agents of change”; and
- Share and promote learning opportunities.

Executives (including Assistant Deputy Ministers, Directors General, and Directors)

- Endorse the Accessibility Action Plan activities;
- Provide leadership and support to the Senior Management Committee;
- Hold Branch Heads accountable for the implementation and progress of the activities through their performance management objectives;
- Manage all requests in accordance with operational requirements and in keeping with the values of justice, equity and transparency, and the principles of sound human, financial, and material resource management; and
- Lead by example.

Managers and Supervisors

- Create a safe and inclusive work environment;
- Ensure employees receive accommodations as required;
- Communicate to employees the importance of completing the self-identification questionnaire;
- Ensure the Accessibility Action Plan is considered as part of the HR component of the business line plans; and
- Lead by example.

Employees

- Contribute to a bias and barrier-free workplace and take initiative to embrace the Plan’s activities;
- Participate in personal awareness of accessibility through formal and informal training; and
- Complete the self-identification questionnaire.

Budget and resource allocation

In addition to current resources that support work to advance accessibility at WAGE, we are exploring the feasibility of creating a one-stop shop to support employees and managers in accessing services and resources.

Training

As part of its mandate, WAGE is focussed on actions to promote inclusion and remove barriers. These efforts are also focussed internally by offering its employees various training opportunities such as “Unconscious Bias Training.” Practices have also been initiated, at all levels within the organization, to build an inclusive workforce and foster a barrier-free environment such as introducing a mandatory requirement for all selection process board members to have completed unconscious bias training.

As part of its Accessibility Action Plan, WAGE will establish mandatory accessibility awareness training for all employees, including training specifically tailored to managers. Training will highlight the benefits of an environment that is welcoming and accessible for everyone and describe the role everyone can play in fostering an inclusive culture.

Recommended training will be delivered in consultation with persons with disabilities.

Oversight, monitoring and reporting

In accordance with the *Accessible Canada Act and Regulations*, we will publish an updated accessibility plan every 3 years. Progress reports will be published every year in between. In our progress reports, we will present an overview of the feedback we have received and how we have used it.

While the DM has assumed overall responsibility for the achievement of results, day to day oversight and monitoring has been delegate to the Human Resources Branch who, in turn, is assisted by several stakeholders and partners to monitor and report on progress.

WAGE will monitor the efficiency of measures, practices, and activities outlined in this plan on a yearly basis and make necessary modifications and realignments as required based on external and internal factors.

Glossary

Act: Means the Accessible Canada Act

Accessibility: The degree to which a product, service, program, or environment is available to be used or accessed easily by persons with and without disabilities. Improving accessibility helps everyone participate fully and equally in society and realize their full potential.

Assistive Devices – Means any piece of equipment or any product used to remove barriers to accessibility of or for persons with disabilities.

Accommodation: Identifying and removing barriers that have an adverse impact on employees protected under the Human Rights Act and to implement measures necessary to allow these employees to perform their duties to the best of their abilities.

Barrier: 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: A broad category that encompasses a wide range of impairments, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment, or a functional limitation, whether permanent, temporary, or episodic in nature, visible or invisible, that hinders a person's full and equal participation in society.

Related Acts and regulations

[*Backgrounder: Accessible government*](#)

[*Accessible Canada Act*](#)

[*Summary of the Accessible Canada Act*](#)

[*Accessible Canada Regulations*](#)

[*Summary of the Accessible Canada Regulations*](#)

[*Broadcasting Act*](#)

[*Telecommunications Act*](#)

[*Canada Transportation Act*](#)

[*Canadian Radio-television and Telecommunications Commission Act*](#)

[*Canadian Human Rights Act*](#)

[*Parliamentary Employment and Staff Relations Act*](#)

[*Federal Public Sector Labour Relations Act*](#)

[*Public Service Employment Act*](#)

[*Access to Information Act*](#)

[*Privacy Act*](#)

[*Financial Administration Act*](#)