

Modern Landfill Accessibility Progress Report

Reporting Period: December 2024 – June 2024

Introduction

Modern Landfill is committed to fostering a culture of inclusivity and accessibility, aligning with the requirements of the Accessible Canada Act. This progress report outlines the strides made in addressing accessibility barriers across our operations, following the implementation of our Accessibility Plan.

Feedback Process

If you have an inquiry or feedback, please use one of the methods of contact below. A Modern representative will respond to questions and comments 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: HR Department
Mailing Address: 2025 Fruitbelt Parkway, Niagara Falls, Ontario L2J 0A5
Email: hr@modern-corp.com
Telephone: (905) 262-6000
Website: <https://moderncorporation.com>

Employment

- 1. Central Accessibility Contact:**
 - Established a dedicated point of contact for accessibility inquiries and requests within the HR department.
 - Initiated a Feedback Loop to improve responses and resolutions.
- 2. Employment Policies:**
 - Developed an inclusive hiring policy that reflects the accommodation of persons with disabilities.
 - The Policy includes clear guidelines for managers to support employees requiring accommodations.
- 3. Accessibility Training:**
 - Launched mandatory training for employees and managers.
 - Post-training evaluations indicate improved awareness and capability in identifying and removing barriers.

Built Environment

- 1. Mobility Enhancements:**
 - A feasibility study is being conducted on installing automated door openers in key pathways.
- 2. Washroom Accessibility:**
 - A feasibility study is being conducted to widen washroom doors and installing accessible facilities.
- 3. Emergency Plans:**
 - Updated fire safety and evacuation plans to address the needs of individuals with disabilities.
- 4. Parking Facilities:**
 - Accessible parking spaces are clearly marked.

Information and Communication Technologies (ICT)

- 1. Digital Accessibility:**
 - Accessibility audits initiated for internal and external web platforms.

Communication Other Than ICT

- Contracts are being established with service providers to deliver communication in alternate formats as required

Procurement

- 1. Updated Procedures:**
 - Incorporated accessibility checks into procurement policies.
 - Accessibility requirements are included in vendor selection criteria.

Design And Delivery of Programs and Services

- 1. Accessibility Lens:**
 - Guidelines are being developed to apply accessibility considerations across policies and programs.
 - Accessibility Checklist adopted for review processes.
- 2. Training Initiatives:**
 - Conducted training on the Accessible Canada Act for relevant personnel.

Consultations

- 1. Stakeholder Engagement:**
 - Continued consultations with employees and external organizations, including CNIB and the Canadian Association for the Deaf.

- Feedback incorporated into ongoing updates of the Accessibility Plan.

Conclusion

Modern Landfill remains committed to building an inclusive environment. This progress report reflects our continuous efforts and the positive impact of feedback from our employees, stakeholders, and accessibility organizations. Future updates will aim to build on these successes and address emerging needs.

For further inquiries or detailed feedback, please contact our HR department.

Contact Details:

HR Department, Modern Landfill

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