Multi-Year Accessibility Plan

Date of Issue: 11/2/2026

Review/Revision Date: 11/2/2031

STATEMENT OF COMMITMENT

Ivey Business School Foundation ("Foundation") is committed to preventing and removing barriers to accessibility and to meeting its obligations under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and applicable Ontario accessibility standards.

The Foundation is committed to providing goods, services, and facilities in a way that respects the dignity and independence of people with disabilities and supports equal access and participation.

PURPOSE

This Multi-Year Accessibility Plan outlines the Foundation's strategy for identifying, removing, and preventing barriers to accessibility and for meeting applicable accessibility requirements.

MULTI-YEAR ACCESSIBILITY STRATEGIES AND ACTIONS

Priority Area	Strategy / Action	Activities	Owner	Status
Accessibility policies	Review and update accessibility policies to ensure they remain compliant.	Accessibility policy has been revised.	Human Resources	Completed-Oct 2026; Next review date: Nov 2, 2031
Public availability	Post accessibility policy and multi-year plan on website. Make available in accessible format on request.	Updated AODA Foundation webpage. Policy and plan are posted including clarity on feedback process.	Human Resources	Updated October 2026; on going for information requests.
Communications	Ensure information and communications are provided in accessible formats or with communication supports		Human Resources/ Service owners	On going; As requested.

	on request, in a timely manner and at no extra charge.			
Website accessibility	Maintain the public website in accordance with applicable Ontario accessibility requirements and address barriers identified through audits or feedback.		Digital / Web Team/Departments	Completed; ongoing
Training	Provide accessibility training to employees, volunteers, contractors, and others who provide services on behalf of the Foundation.	Training is offered through Western. Included on new hire checklist to be completed in a reasonable timeframe.	Human Resources	Completed, provide as required.
Training records	Maintain written records of accessibility training, including dates and number of individuals trained. Follow up on outstanding and past due compliance.	 Review AODA outstanding training and follow up with employees quarterly.	Human Resources Human Resources	Completed; as needed. Completed October 2026; Complete on quarterly basis.
Customer service	Maintain accessible customer service practices, including support persons, service animals, assistive devices, and temporary disruption notices.		Operations / Service Owners	Ongoing
Employment	Continue accessible recruitment, accommodation, emergency response information, individualized accommodation plans, return-to-work processes, and accessibility considerations in employment practices.	Reviewed recruitment practices with new ESA requirements to ensure continued AODA compliance. Trained hiring leaders with new requirements. Created a detailed internal process for accommodations and	Human Resources / Hiring Leaders Human Resources	Reviewed November 2026 Completed 2026; ongoing

		return to work plans including a policy.		
Feedback process	Maintain a documented process for receiving and responding to accessibility feedback.	Reviewed our process and ensured it's documented on website and policy.	Human Resources	Completed October 2026; Review requests and feedback upon receiving.
Compliance reporting	File the required AODA accessibility compliance report by the applicable deadline.		Human Resources	Completed November 2026. Next filing: December 2029

Review and Update

This plan will be reviewed and updated at least once every five years, or sooner if required due to changes in legislation, organizational structure, or accessibility priorities.

Accessible Format Request

This plan is available in an accessible format on request. To request an accessible copy or to provide accessibility feedback, please contact Ivey Human Resources at hr@ivey.ca.