

## **STATEMENT OF COMMITMENT TO ACCESSIBILITY**

Koskie Minsky LLP (KM) is committed to providing a barrier-free environment for our clients, employees, job applicants, suppliers, visitors, all of whom enter our premises and access our information. As an organization, we respect and uphold the requirements under:

- *Accessibility for Ontarians with Disabilities Act, 2005*, Customer Service Standard, and
- Integrated Accessibility Standards Regulation for Information and Communications, Employment, Transportation and for Built Environment.

Our organization has made a commitment to accessibility for everyone who uses our services and enters our offices because this makes good sense and it is a legal obligation. KM has an important responsibility for ensuring a safe, dignified, and welcoming environment for everyone. We are committed to ensuring our organization's compliance with accessibility legislation by implementing policies, procedures, equipment requirements, training for employees, and best practices. We will review these policies and practices on a regular basis. Our commitment to making our organization accessible to everyone includes the integration of accessibility legislation with our policies, procedures, programs, and training. We are committed to reviewing same with our employees and incorporating the best practices consistent with:

- The Human Rights Code and the *Accessibility for Ontarians with Disabilities Act, 2005*.
- Integrated Accessibility Standards for Information and Communications, Employment, and Transportation.
- Accessible employment practices such as recruitment, assessment, and selection.
- Developing emergency response plans and individual workplace accommodation plans for employees with disabilities.
- Customer service standards.
- Accessible communication support and information formats (both digital and non-digital).
- Communicating with people with various forms of disabilities.
- Accessible websites and web content.
- Assistive devices, mobility aids, service animals and support persons.
- Transportation vehicles and equipment to meet requirements.
- Notices of service disruptions (temporary or long-term).
- KM's relevant policies and procedures regarding accessibility.
- Reporting procedures.
- Training procedures.

KM realizes that providing an accessible and barrier-free environment for everyone is a shared effort. As a community, all businesses and services must work together to make accessibility happen.

For more detailed information on our accessibility policies, plans, and training programs, please contact our Human Resources Department.

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