

Accessibility Policy

Spira Fire Protection Ltd. (Spira) is committed to providing goods and services in a manner that is accessible for persons with disabilities and in accordance with the principles of dignity, independence, integration and equal opportunity. In compliance with the *Accessibility for Ontarians with Disabilities Act (AODA)*, Spira has made available our Service Accessibility Policy. This policy has been put in place to ensure all persons with a disability are provided with proper service and equal opportunity when applying, working for, or visiting Spira. Spira will make reasonable efforts to ensure that persons with disabilities are provided equal opportunity to obtain, use and benefit from the Company's goods and services. Any person with a disability may use assistive devices, service animals or support persons as required within Spira. This policy applies to all employees, volunteers, and contractors who deal with the public or other third parties on behalf of Spira.

Hiring

Spira encourages applications from people with disabilities and will accommodate such persons when taking part in the hiring process. Spira will notify job applicants when they are selected for an interview that accommodation will be provided if required. The Service Accessible Policy is apart of Spira's Hiring Checklist, which provides new hires with all of our policies.

Workplace Information


Spira Policies are available in printed format. Spira will send emails, post bulletins or send out news letters about new company policies or changes to previous policies to all employees. Any employee with a disability will receive information based on their predetermined form of communication that was established during the hiring process.

Talent and Performance Management

Spira will always consider the needs of a person with a disability, especially during performance or career development processes. Spira will accommodate people with disabilities by modifying the procedure to suit their specific needs in a way that is accessible to them.

Communicate Accessibility Policies

Spira will communicate accessibility policies to employee as well as newly hired employees, and let all know if there are any changes to the policies by emails, memos, on our website, health and safety bulletin board, one to one conversation and printed copies for employees that do not have access to a computer.

Signature: 
Ken Spira
Title: President
Date: January 5, 2017