

AODA – MULTI-YEAR ACCESSIBILITY PLAN FOR THE INTEGRATED ACCESSIBILITY STANDARDS REGULATION (IASR)

Intent

This accessibility plan outlines the policies and actions that Monarch & Misfits will put in place to improve opportunities for people with disabilities in accordance with the requirements communicated under the *Integrated Accessibility Standards, Ontario Regulation 191/11* (“IASR”) set forth under the *Accessibility for Ontarians with Disabilities Act, 2005* (“AODA”).

Statement of Commitment

Monarch & Misfits is committed to providing a barrier-free environment for our customers, employees, job applicants, suppliers, and any visitors who may enter our premises, access our information, or use our services. We respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act, 2005* (“AODA”), and its associated standards and regulations.

Monarch & Misfits understands that we have a responsibility for ensuring a safe, dignified, and welcoming environment for everyone. We are committed to ensuring compliance by incorporating accessibility legislation into our policies, procedures, equipment requirements, training, and best practices. We are also committed to meeting the needs of individuals with disabilities in a timely and effective manner.

Monarch & Misfits Includes but is not limited to all corporate holdings under Monarch & Misfits including Sweet Jesus, Sweet Salvation, La Carnita, Home of the Brave and Good Fortune.

Plan

General Requirements			
Accessibility Requirement:	Establishment of Accessibility Policies	Compliance Status:	Complete
Action Taken:	Monarch & Misfits has developed an Accessibility Policy and Procedure Manual containing our Customer Service Standard Policy, Integrated Accessibility Policy, Individual Accommodation Plan Template, Emergency Response Information Plan Template and Document Accessibility Verbiage. This document has been sent out electronically to staff and is posted on restaurant location employee information boards.		
Accessibility Requirement:	Establishment of Accessibility Plans		
Action Taken:	Monarch & Misfits has developed an Accessibility Multi-Year Plan which is posted on company and brand websites. The plan is to be reviewed as often as necessary and at least every five years. The plan will be provided in an accessible format, upon request.		
Accessibility Requirement:	Procuring or Acquiring Goods, Services or Facilities	Compliance Status:	Complete
Action Taken:	n/a		
Accessibility Requirement:	Designing/Procuring or Acquiring Self-serve Kiosks	Compliance Status:	Complete
Action Taken:	n/a		
Accessibility Requirement:	Training on IASR and the <i>Human Rights Code</i>	Compliance Status:	Complete
Action Taken:	All current employees have completed accessibility standards and Human Rights Code training. Online training is provided to all new employees within a reasonable period of beginning employment. Subsequent training will be provided after any changes to the legislation or our related policies and procedures. Monarch & Misfits maintains an online database with all current and historical training records.		

Information and Communications Standard			
Accessibility Requirement:	Feedback Process	Compliance Status:	Complete
Action Taken:	Opportunity to provide feedback is available online and comments can also be provided via alternate methods such as verbally (in person or by telephone) or written (hand written, delivered, website or email), upon request.		
Accessibility Requirement:	Accessible Formats and Communication Supports	Compliance Status:	Complete
Action Taken:	Monarch & Misfits is committed to providing or arranging for the provision of accessible formats and communication supports for persons with disabilities in a timely manner that takes into account the person's accessibility needs due to disability.		
Accessibility Requirement:	Emergency Procedures, Plans or Public Safety Information	Compliance Status:	Complete
Action Taken:	Monarch & Misfits will ensure that all publicly available safety and emergency information (e.g. evacuation procedures) is provided in an accessible format, upon request.		
Accessibility Requirement:	Accessible Websites and Web Content	Compliance Status:	Ongoing
Action Taken:	Monarch & Misfits will ensure that our website, and where applicable web content, conforms to the Web Content Accessibility Guidelines (WCAG) as outlined in the IASR, and will refer to the legislation for specific compliance deadlines and requirements.		
Accessibility Requirement:	Educational and Training Resources or Materials	Compliance Status:	n/a
Action Taken:	n/a		
Accessibility Requirement:	Training to educators	Compliance Status:	n/a
Action Taken:	n/a		

Employment Standard			
Accessibility Requirement:	Recruitment, Assessment and Selection Processes	Compliance Status:	Complete
Action Taken:	Monarch & Misfits will notify employees and the public about the availability of accommodation for job applicants who have disabilities during the recruitment, assessment and selection process. Notifications are included on both internal and external job postings as well as within written offers of employment.		
Accessibility Requirement:	Informing Employees of Supports	Compliance Status:	Complete
Action Taken:	Monarch & Misfits has established policies and procedures which outline our commitment to supporting employees with disabilities. Policies are posted on employee information boards and are provided to new employees as soon as practicable upon commencing employment. Whenever there are updates to existing policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability, employees will be notified in person or via email.		
Accessibility Requirement:	Accessible Formats and Communication Supports for Employees	Compliance Status:	Complete
Action Taken:	<p>Where an employee with a disability so requests it, Monarch & Misfits will consult with the employee to provide or arrange for the provision of accessible formats and communications supports for information (i) that is needed in order to perform the employees job; and (ii) information that is generally available to employees in the workplace.</p> <p>Monarch & Misfits will consult with the employee making the request to determine the best way to provide the accessible format or communication support.</p>		

Accessibility Requirement:	Workplace Emergency Response Information Compliance Status: Complete
Action Taken:	<p>Where required, Monarch & Misfits will create individual workplace emergency response information for employees with disabilities. This information will take into account the unique challenges created by the individual's disability and the physical nature of the workplace, and will be created in consultation with the employee.</p> <p>This information will be reviewed when:</p> <ul style="list-style-type: none"> • The employee moves to a different physical location in the organization; • The employee's overall accommodation needs or plans are reviewed; and/or • Monarch & Misfits reviews general emergency response policies.
Accessibility Requirement:	Documented Individual Accommodation Plans Compliance Status: Complete
Action Taken:	Monarch & Misfits has in place a written process for the development of documented individual accommodation plans for employees with disabilities.
Accessibility Requirement:	Return to Work Process Compliance Status: Complete
Action Taken:	Monarch & Misfits will develop and implement return to work processes for employees who are absent from work due to a disability and require disability-related accommodation(s) in order to return to work.
Accessibility Requirement:	Performance Management Process, Career Development and Advancement Compliance Status: Complete
Action Taken:	Monarch & Misfits will consider the accessibility needs of employees with disabilities when implementing performance management processes, or when offering career development or advancement opportunities. Individual Accommodation Plans will be consulted, as required.

Accessibility Requirement:	Redeployment	Compliance Status:	Complete
Action Taken:	The accessibility needs of employees with disabilities will be taken into account in the event of redeployment. Individual Accommodation Plans will be consulted, as required		

Monarch & Misfits will also give consideration to the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces, where applicable.