Commitment to Persons with Disabilities

Fun Zone/IHOP/Applebee`s Clifton Hill is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity and are committed to meeting the needs of people with disabilities in a timely manner. We will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act (2005).

Fun Zone/IHOP/Applebee`s Clifton Hill has developed and made available upon request, this policy and a multi-year accessibility plan which outlines the actions we will put in place to improve opportunities for people with disabilities.

Please refer to the multi-year plan for details about how Fun Zone/IHOP/Applebee`s Clifton Hill will address the following:

Information and Communications Standard:

- Accessible Emergency Information
- Feedback from Customers and Employees
- Accessible Formats and Communication Supports
- Emergency Procedures/Plan or Public Safety Information
- Accessible Websites & Web Content
- Kiosks

Employment Standard:

- Recruitment, assessment and selection
- Accessible formats and communication supports for employees
- Workplace emergency response information
- Documented Individual accommodation plans
- Return to work process

- Performance Management
- Career Development and Advancement
- Redeployment

Design of Public Spaces Standard

- New or redeveloped existing exterior paths
- New or redeveloped existing off-street parking facilities
- Service Counters
- Fixed waiting lines
- Waiting Areas

The Transportation Standard and some of the requirements under the Design of Public Spaces Standard does not pertain to Fun Zone/IHOP/Applebee`s Clifton Hill at this time. Should this change in the future, Fun Zone/IHOP/Applebee`s Clifton Hill will ensure it meets the requirements of these standards.

Training

Fun Zone/IHOP/Applebee`s Clifton Hill will provide training to employees and volunteers on Ontario's accessibility laws and on the Ontario Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of the employees, volunteers and others who represent the organization. This training will be included in the orientation process; within the first two weeks of hire. Training will include but is not limited to, the Integrated Accessibility Standards Regulation and the Ontario Human Rights Code as it pertains to persons with disabilities.

Fun Zone/IHOP/Applebee`s Clifton Hill will take the following steps to ensure employees and volunteers are provided with the training needed to meet Ontario's accessibility laws. The ADL Group will utilize the video program created and hosted by the Ontario Human Rights Commission, Working Together: The Code and the AODA.

The program includes sections on:

- The Code
- Understanding the duty to accommodate
- Applying human rights principles
- Compliance and enforcement

In addition, Fun Zone/IHOP/Applebee`s Clifton Hill policy and multi-year plan will be reviewed during the training session. Training records will be kept as a record of who has been trained and when they were trained.

For more information on this policy or the multi-year accessibility plan, please contact Human Resources via email at hr@fallsviewgroup.com, phone 289-271-9600 X 3125 or by mail at 5881 Dunn Street, Niagara Falls, Ontario, L2G 2N9.

If you require accessible formats or communication supports to provide feedback on this policy or any of our AODA documents, please notify us using one of the contact methods listed above.

Accessible forms of this document and the accessibility plan are available upon request, please contact Fun Zone/IHOP/Applebee`s Clifton Hill using the contact information noted above.