

Kelsey Trail Trucking LTD.

ACCESSIBILITY PLAN KELSEY TRAIL TRUCKING LTD.

GENERAL

Executive Summary

Kelsey Trail Trucking Ltd is a trusted Flatbed Inter-Provincial Transportation and Logistics provider which is made up of about 145 employees and 101 highway trucks with two depots located in Innisfil, Ontario and Saskatoon, Saskatchewan. The Company was established in 1981 and is the largest B-train operator in Canada and the nation's largest lumber carrier with proven expertise in LTL, FTL, and over dimensional shipments.

Kelsey Trail Trucking Ltd is committed to the Government of Canada's goal of a barrier-free Canada by 2040. The purpose of our Accessibility Plan is the identification and removal of barriers and the prevention of new barriers in relation to our organization's policies, programs, and practices in the following areas:

- Employment
- The built environment
- Information and communication technologies (ICT)
- Communication, other than ICT
- The procurement of goods, services, and facilities
- The design and delivery of programs and services
- Transportation

Feedback

You may request the following through our feedback process:

- Request the Accessibility Plan in an alternate format
- Request the description of the feedback process in an alternate format
- Provide feedback on the Accessibility Plan

Your inquiry can be directed to Sherry Patterson, Human Resources by phone, in writing or by email.

Address: Kelsey Trail Trucking Ltd.
Attention: Human Resources
2246 Bowman Street
Innisfil, ON
L9S 3V5

Kelsey Trail Trucking LTD.

Telephone: Monday – Friday 8:00 am – 5:00 pm Eastern Time
705-436-6713

Email: sherry.patterson@kelseytrail.com

CONSULTATIONS

This Accessibility Plan was built on the foundation of the Accessible Canada Act's guiding principle of "*Nothing Without Us*".

- In person consultations were held with current employees who self identified as having a disability to identify accessibility barriers in the workplace.
- Contacted external organizations supporting persons with disabilities to seek recommendations on how to improve accessibility.
- An anonymous on-line survey was sent out to members of the public who identify as having a disability to better understand the barriers that they encounter.

EMPLOYMENT

Recruitment and Selection

Barriers

- No clear process for requesting an accommodation during the recruitment and selection process. Lack of alternate evaluation methods during the selection process.

Solutions

- Develop a policy and procedures to be followed during the assessment process. Include a statement on all job postings that attests to the Company's commitment to a barrier-free recruitment and selection process and provide applicants with information on how to request an accommodation. In consultation with a candidate who has requested an accommodation determine an appropriate accommodation to be used during the selection process.

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Retention and Promotion

Barriers

- No clear process for requesting accommodation for current employees.
- Lack of awareness and understanding in the workplace about how to interact and support persons with disabilities.

Solutions

- Develop, implement, and communicate a clear process for requesting accommodation for current employees.
- Provide disability awareness training to employees and managers.

THE BUILT ENVIRONMENT

Barriers

- Bright artificial light may cause pain and discomfort for some employees.
- Excessive noise in open areas may make it difficult for some employees to concentrate and focus on their work.
- The bell to alert reception may not be accessible for all people.

Solutions

- Upon receiving a request for accommodation, work with the employee to develop an accommodation plan.
- Explore solutions on how to ensure that the reception bell is easily accessible.

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INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT)

Barriers

- The external website may not be accessible to persons using assistive devices.
- Need a central point of contact to provide feedback on the accessibility of new and existing internal platforms.

Solutions

- Evaluate the external website to determine accessibility requirements.
- Develop point of contact to provide feedback on the accessibility of new and existing internal platforms.

COMMUNICATION, OTHER THAN ICT

Barriers

- Print materials including marketing tools may not be accessible to some people.
- Messages on the satellite device may be difficult to hear and/or read for some people.

Solutions

- Ensure that marketing and other print materials are available in alternate formats upon request.
- Investigate accessibility adaptations for the satellite device used by drivers.

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THE PROCUREMENT OF GOODS, SERVICES AND FACILITIES

Barriers

- Employees who are responsible for the procurement of goods, services and facilities are not aware of how to consider accessibility needs during the procurement process.

Solution

- Include accessibility considerations into procurement templates so that external vendors are informed on accessibility requirements for products and services.
- Train employees who are responsible for procurement so that they have a better understanding of how to support accommodation requests.

THE DESIGN AND DELIVERY OF PROGRAMS AND SERVICES

Barriers

- Accessibility is currently not considered during the planning stages of the design of programs and services.

Solution

- Consult with employees who have self-identified as having a disability to review current programs and services and then provide input prior to the development of future programs and services.

TRANSPORTATION

Kelsey Trail Trucking Ltd. does not coordinate a transportation system, or a fleet of transportation vehicles as defined in the Accessible Canada Act. This means that standards for transportation are not in the scope of this plan.