



Pedersen Construction (2013) Inc.

Multi-Year Accessibility Plan

This document is available in alternate formats, upon request. Please contact us
at 705-647-6223 or by email at info@pedersenconstruction.ca

Message from Pedersen Construction (2013) Inc.

Our company is committed to creating a work environment that is safe and inclusive for all individuals. Success in building a barrier free, inclusive workplace is the result of a shared responsibility and commitment on the part of all employees and management. As we continue to enhance its culture of inclusiveness, it will require the recognition and support of everyone to ensure the removal of barriers to accessibility.

The aim of this document is to describe the measures that Pedersen Construction (2013) Inc. has taken and the measures we will take moving forward to identify, remove, and prevent barriers to persons with disabilities so that our staff, customers and members of the community can access the services in a way that ensures dignity and independence. Our goal is to advance our understanding of what makes a truly accessible organization, and to transform that knowledge into a culture that builds accessibility into everything that we do.

As we look towards future goals, and Pedersen Construction (2013) Inc. shifts from compliance to competency with the Accessibility for Ontarians with Disabilities Act (AODA), I look forward to building on what we have achieved to date. Accessibility is everyone's responsibility; I welcome input from all employees, the community, friends and family as we work together towards creating an environment that ensures that everyone has a positive experience.

Sincerely,



Karl Pedersen
President

Introduction and Background

The company known today as Pedersen Construction (2013) Inc. was originally founded in 1955 as Helmer Pedersen Construction Ltd.

Helmer Pedersen established the business as a means of offering construction services to residential clients, businesses and municipalities of Northern Ontario.

The company originally specialized in basement construction, excavation and concrete work. During the early years all of the day-to-day operations were managed by Helmer from his residence and two-bay garage next door, with office staff that consisted of his wife Norma.

Over the past 60 plus years the business has expanded and made many changes in response to the ever-growing needs of customers in Northern Ontario.

In 1985 the company relocated to its present location at 177246 Bedard Road in the City of Temiskaming Shores along Highway 11. From 1978 to 1988, Helmer's four sons returned to New Liskeard to work in the construction business. Today the business is still operated by the four brothers and employs between 100-150 workers during the peak construction periods.

In 2023, Pedersen Construction (2013) Inc. will be celebrating 68 years in business. Pedersen Construction (2013) Inc. is proud to be part of the Northeastern Ontario Community.

Accessibility initiatives clearly align with our values in that there is a shared purpose to provide inclusive services and promote equality for customers and employees with disabilities.

Under the Accessibility for Ontarians with Disabilities Act, 2005 ("AODA") Pedersen Construction (2013) Inc. is considered a large designated construction sector business organization. As such Pedersen is required to establish, implement, maintain and document a multi-year accessibility plan. This document constitutes Pedersen Construction (2013) Inc. Accessibility Plan ("the Plan") to be updated every five years.

The purpose of this required activity is to outline our strategy to prevent and remove barriers and meet our requirements under the AODA and its Regulations.

Pedersen Construction (2013) Inc. recognizes that accessibility plays a large role to ensure inclusiveness. Accessibility is an integral part of our strategic planning and operational processes.

In preparing accessibility plans, the following shall be addressed:

- The Plan shall report on the measures Pedersen Construction (2013) Inc. has taken to identify, remove, and prevent barriers to persons with disabilities;
- The Plan shall describe the measures in place to ensure that its policies, practices, and services to determine their effect on accessibility for persons with disabilities;
- The Plan shall describe the measures we intend to take in the coming years to identify, remove, and prevent barriers to persons with disabilities;
- The company shall make the Plan and its status reports available to the public and in an alternative format upon request.

Public Communication of the Accessibility Plans

Pedersen Construction (2013) Inc. Accessibility Plan is available:

- Online on our website at: www.pedersenconstruction.ca
- On written request to our head office at 177246 Bedard Rd, New Liskeard, Ontario P0J1P0
- By telephoning the Main Office at (705) 647-6223
- By email at info@pedersenconstruction.ca
- In alternate format as requested

Accessibility Feedback

Pedersen Construction (2013) Inc. recognizes that feedback is critical to the process of identifying and removing barriers to participation as well as improving how we deliver our services to persons with disabilities. The Accessibility Feedback Form can be used to submit feedback about accessibility.

Feedback may also be given by emailing the office at info@pedersenconstruction.ca , by telephone at (705) 647-6223, or by fax at (705) 647-8851. You may also send feedback via regular mail:

Pedersen Construction (2013) Inc.
177246 Bedard Rd
New Liskeard, ON, P0J 1P0

Barrier Identification

The intent of the Accessibility Plan is to prevent, identify, and remove barriers. Barriers to accessibility are obstacles that make it difficult – sometimes impossible – for persons with disabilities to do the things most of us take for granted. When we think of barriers to accessibility, most of us think of physical barriers, like a person who uses a wheelchair not being able to enter a building because there is no ramp. The fact is that there are many kinds of barriers; some are visible, many are not.

Information or Communications Barriers: Obstacles with processing, transmitting, or interpreting information. For example, print on a brochure that is too small to read, websites that cannot be accessed by people who are not able to use a mouse, or signs that are not clear or easily understood.

Attitudinal Barriers: Prejudgments or assumptions that directly or indirectly discriminate. For example, thinking that persons with disabilities are inferior, or assuming that a person who has a speech impairment cannot understand you.

Technological Barriers: When technology cannot be or is not modified to support various assistive devices and/or software. For example, a website that does not support screen-reading software.

Architectural and Physical Barriers: Features of buildings or spaces that restrict or impede physical access. For example, a doorway that is too narrow to accommodate entry by a person with a motorized scooter or poor lighting for persons with low vision.

Customer Service Standard

Accessibility Barriers

Pedersen Construction (2013) Inc. undertook an assessment of potential accessibility barriers and continues to monitor the accessibility of its building, spaces, customer service, website and construction projects that could potentially limit people's public access and access to services, such as ensuring automatic doors are in working order and construction projects accessible to the public are barrier free.

Pedersen Construction (2013) Inc. will ensure that existing feedback processes are accessible to people with disabilities upon request as well as create and provide accessible formats and communication supports to people with disabilities in a timely manner when request.

Pedersen Construction (2013) Inc. will ensure that the company website and the contents are updated and conforms with WCAG 2.0, Level AA.

Pedersen Construction (2013) Inc. has provided training to employees on how to appropriately interact and communicate with customers who have disabilities. We will ensure employees consider the needs of people with disabilities when the public requires access around our work activities.

Pedersen Construction (2013) Inc. assessed and removed the following barriers.

- Developed an accessibility customer service policy
- Educated employees about different disabilities and how to communicate with each
- Educated about respect
- Installed a handicap accessible door at the main office entrance
- Redesigned the main office entrance to eliminate a step
- Designated handicapped parking
- Paved in front of the office and parking area
- Sweep asphalt and concrete pads on a regular basis
- Have an accessible washroom facility
- Provide accessible ramps over temporary waterlines
- Provide accessible means around sidewalk projects
- Contracted out website requirements
- Employees assist those with disabilities during projects when required. le maintain access

Individualized Emergency Response Plans

Pedersen Construction (2013) Inc. will create an individualized emergency response plan for any employee with a disability who requires such a plan and will make changes to the plan whenever the employee's location changes and when the employee's accommodations are reviewed.

Training

Pedersen Construction (2013) Inc. provides training to employees on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities.

Public Space Standards

Pedersen Construction (2013) Inc. will meet the Accessibility Standards for the Design of Public Spaces when building, making major modifications, maintaining, and restoring public spaces such as outdoor paths of travel like walkways, ramps, stairs, accessible parking, and service-related elements like service counters and waiting areas.

For More Information

For more information on this accessibility plan, please contact us at:

Phone: 705-647-6223

E-mail: info@pedersenconstruction.ca

Mail: 177246 Bedard Rd, New Liskeard, ON, P0J-1P0