



GRAYDON HALL NURSERY SCHOOLS

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AODA ACCESSIBLE EMERGENCY RESPONSE STANDARD

AODA-The Accessible Emergency Response Standard (Employment Standard Act)

Graydon Hall Nursery Schools (GHNS) takes a proactive approach in identifying, removing and preventing barriers faced by persons with disabilities in employment.

Individualized workplace response information is provided to employees who have an identified disability.

GHNS adapts emergency response procedures in order to meet the individual needs of the employee(s) with a disability.

To ensure compliance with this standard:

- GHNS meets individually with all staff members who have been identified as having a disability upon notification of the disability.
- The organization's emergency response procedures are reviewed with the employee and any possible barriers are identified
- If no modification is required, GHNS documents that the organization's emergency response procedures have been reviewed with the employee and that no accommodations are required.
- In the event accommodation is required, an individualized emergency response procedure for the employee will be created.
- The employee is provided with a copy of the plan and signs off indicating that it has been reviewed with them. One copy is provided to the employee and one copy is kept on file.
- Relevant staff are updated with changes to the organization's emergency response procedures. Any changes in the staff roles and responsibilities are highlighted with the team members who are responsible for implementing the individualized emergency response procedure.
- All relevant staff sign off indicating they have read, reviewed and understand the changes to GHNS's emergency response procedures.

Revised June 15, 2021