

Accessibility Policy.

Statement of Commitment to Accessibility

We are 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 strive to be a leader in inclusion and universal design, seeking ways to go beyond the minimum requirements for accessibility. We are committed to meeting the needs of persons with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA).

Additionally, we ensure all of our studio team members undertake AODA awareness training and have developed our collective capability to act as a knowledge resource for our partners in engineering, design and academic fields along with our clients in both public and private sectors.

Environment

Our studio goes beyond applicable provincial accessibility requirements to create space where accessibility is seamlessly integrated throughout for visitors and staff.

What you can expect in our studio:

- Barrier-free main entrance from Spadina;
- Elevators access to all floors in our studio;
- Generous circulation corridors, wide doors, and meeting rooms with easily moveable furniture and space to maneuver;
- Doors with lever handles or D-shaped pull handles and other operating controls such as faucets and light switches that are automatic or designed to be used with a closed fist;
- Activity areas and paths which are demarcated by different floor textures;
- Contrast strips on all large glazed surfaces;
- Low VOC materials, a scent-reduction office policy, and a green cleaning commitment;
- Power door operators on the universal washroom and both multi-stall washrooms;
- Barrier-free stalls and accessible lavatories and accessories in washrooms, and a lowered urinal with grab bars in the men's;
- Universal washrooms on each floor;
- Height adjustable desks and chairs;
- Staff eating areas with accessible sink, storage, and appliances;
- Barrier-free parking beneath the building and an accessible path to the lobby.

Communication

Our website is compliant and adheres to Web Content Accessibility Guidelines (WCAG) as developed by the World Wide Web Consortium (W3C), ensuring our content is accessible for a wide range of individuals living with disabilities including vision, hearing, learning, cognitive and speech disabilities.

Additional efforts have been made across the studio to ensure our documentation is accessible as well. Key team members have been trained in accessible document creation across Microsoft Office and Adobe platforms to allow our teams to effectively communicate with diverse clients and individuals from the public.

All our videos are closed captioned. To access the captioning, [please view the videos directly on our YouTube page.](#)

BDP. Quadrangle

Accessibility Policies

The Accessibility for Ontarians with Disabilities Act, 2005, (AODA) is a legislation designed to make Ontario barrier-free to people with disabilities by 2025.

The goal of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) is to create an accessible Ontario, by identifying, and to the extent possible, preventing and eliminating barriers experienced by persons with disabilities.

The law has set standards to help Ontario businesses make accessibility part of their organizational operations. We are required to be in compliance with the following standards:

- Customer Service Standard Regulation;
- Integrated Accessibility Standards Regulation (IASR);
- Multi-year Accessibility Plan.

Customer Service Standard Regulation

The Customer Service Standard was the first standard under the AODA to become law. It requires that people with disabilities receive goods and services in a manner that takes into account the person's disability. The requirements include the development of policies and practices, a feedback process and training for staff and volunteers. We have created a Customer Service Policy which complies with the Customer Service Standard. We remain committed to offering excellent accessible customer service to persons with disabilities.

The Integrated Accessibility Standards Regulation

The Integrated Accessibility Standards Regulation (IASR), has outlined regulations for public, private and not for profit organizations to ensure accessibility for all persons with disabilities.

Our studio fully supports the inclusion of persons with disabilities in all of its operations. The IASR Policy has been developed in compliance with the regulations of the AODA and the IASR and will be implemented in accordance with the time frames established by the regulation. This policy applies to all employees, interns, volunteers, contractors and to any third parties who provide goods or services on behalf of the organization.

Multi-year Accessibility Plan

We have developed a Multi-year Accessibility Plan which outlines its strategy to identify, prevent and remove barriers for people with disabilities who are employed by or interact with the company. The Plan will be reviewed and updated at least once every five years.

To view our Accessibility Policies or Multi-year Accessibility Plan click the following links below:

[Accessibility Policies](#)

[Multi-year Accessibility Plan](#)