



## Multi-year Accessibility Plan

*Updated: January 2024*

Campfire Circle strives for excellence in serving all members of its community including people living with disabilities. A multi-year plan was developed to meet the accessibility needs of our community and as required by the Accessibility for Ontarians with Disabilities Act, 2005 and the Customer Service Standards set out in Regulation 191/11 (the “Standards”). Campfire Circle has in place an accessibility policy which is posted on our website.

The Campfire Circle community (“community”) includes campers, their families, program participants, donors, volunteers, staff, customers, and those who use its facilities.

Below we outline our multi-year plan to prevent and remove accessibility barriers to our services. This plan will be: (a) posted on our website; (b) provided in an accessible format upon request; and (c) reviewed and updated periodically as required, and at a minimum, every five years.

### **Multi-Year Accessibility Plan (2021-2025):**

- Action external accessibility audits, which have been completed, identifying immediate and long-term priorities to be addressed.
- Meet or exceed the AODA standards when planning future site expansion, new builds, and/or major renovations.
- Establish a committee to identify and implement accessibility enhancements throughout the organization, including policies and procedures, and create a culture of awareness and learning as it relates to supporting accessibility needs of our community.
- Deepen the intentional program design across all offered programs with a focus on accessibility and inclusion that includes engagement with all our external partnerships.
- As our organization continues to grow, we will develop and maintain robust training and accessibility practices for all staff and volunteers on an annual basis.
- Expand digital and web accessibility on all Campfire Circle digital properties along with accessibility improvements with third-party vendor websites and systems, where possible, utilized by Campfire Circle stakeholders.

In 2026, we will assess progress made from our 2021 multi-year accessibility plan to assist in establishing a new 5-year multi-year accessibility plan.

We will continuously work to remain in compliance with the Act and regulations as our activities, facilities and community changes and grows. In addition to, receiving and responding to communications from members of our community on the topic of barriers to access by persons with disabilities to our goods, services and facilities, and work to prevent and remove those barriers.