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**ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT, 2005
 INTEGRATED ACCESSIBILITY STANDARDS – MULTI-YEAR PLAN, AS OF JANUARY 1, 2016**

PART I – GENERAL REQUIREMENTS

Section	Initiative	Description	Action	Status	Compliance Date
3	Establishment of Accessibility Policies	3.(1) Every obligated organization shall develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements under the accessibility standards referred to in this Regulation.	Eli Lilly Canada's Integrated Accessibility Standards Policy was created November 27, 2013.	Completed	January 1, 2014
4	Accessibility Plans	4.(1) Large organizations shall, a) establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization's strategy to prevent and remove barriers and meet its requirements under this Regulation; b) post the accessibility plan on their website, if any, and provide the plan in an accessible format upon request; and c) review and update the accessibility plan at least once every five years.	Integrated Accessibility Standards Multi-Year Plan created November 27, 2013. Posted by January 1, 2014. Employment Equity Coordinator will maintain ownership of Integrated Accessibility Standards Policy and Multi-Year Plan.	Completed Completed Confirmed	January 1, 2014

Section	Initiative	Description	Action	Status	Compliance Date
6	Self-Serve Kiosks	6. (2) Large organizations and small organizations shall have regard to the accessibility for persons with disabilities when designing, procuring or acquiring self-service kiosks.	Not Applicable to Eli Lilly Canada.	N/A	January 1, 2014
7	Training	7.(1) Every obligated organization shall ensure that training is provided, on the requirements of the accessibility standards referred to in this Regulation and on the <i>Human Rights Code</i> as it pertains to persons with disabilities, to (a) all employees, and volunteers; (b) all persons who participate in developing the organization's policies; and (c) all other persons who provide goods, services or facilities on behalf of the organization.	Training to be provided by Third Party Vendor: IAS online training module applied to all current and new employees as of Q2 2014.	Completed	January 1, 2015

PART II – INFORMATION AND COMMUNICATIONS STANDARDS

Section	Initiative	Description	Action	Status	Compliance Date
11	Feedback	11.(1) Every obligated organization that has processes for receiving and responding to feedback shall ensure that the processes are accessible to persons with disabilities by providing or arranging for accessible formats and communications supports, upon request.	Eli Lilly Canada's corporate intranet hosts Integrated Accessibility Standards Policy and lists Employment Equity Coordinator as contact person to arrange accessible formats and communication supports.	Completed	January 1, 2015
12	Accessible Formats & Communication Supports	12.(1) Except as otherwise provided, every obligated organization shall upon request provide or arrange for the provision of accessible formats and communication supports for persons with disabilities, a) in a timely manner that takes into account the person's accessibility needs due to disability; and b) at a cost that is no more than the regular cost charged to other persons.	Health and Safety Manager to follow up with requests and find reasonable accommodation measures as dictated by current Lilly Policy. Workplace Accommodation Policy and Accommodation Forms, readily accessible to employees as dictated by current Lilly Policy, hosted on our intranet.	Completed	January 1, 2016
12		12.(2) The obligated organization shall consult with the person making the request in determining the suitability of an accessible format or communication support.	Health and Safety Manager to follow up with completed Accommodation Forms as per current Lilly Policy.	Completed	January 1, 2016
12		12.(3) Every obligated organization shall notify the public about the availability of accessible formats and communication supports.	Outline on Accessibility section of www.lilly.ca .	Completed	January 1, 2016

Section	Initiative	Description	Action	Status	Compliance Date
13	Emergency Procedures, Plans or Public Safety Info	13.(1) In addition to its obligations under section 12, if an obligated organization prepares emergency procedures, plans or public safety information and makes the information available to the public, the obligated organization shall provide the information in an accessible format or with appropriate communication supports, as soon as practicable, upon request.	The Emergency Response plan is available to all employees through the HSE Directions Collaboration Site.	Completed	January 1, 2012
14	Accessible Websites & Web Content	14.(2) Designated public sector organizations and large organizations shall make their internet websites and web content conform with the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG)2.0, initially at Level A and increasing to Level AA, and shall do so in accordance with the schedule set out in this section.	Confirmed with Information Technology Department that www.lilly.ca conforms with WCAG 2.0 Level A. Informed Information Technology of upcoming requirements: WCAG 2.0 Level AA.	Completed In Progress	January 1, 2014 New internet websites/web content must conform with WCAG 2.0 Level A. January 1, 2021 All internet websites and web content must conform with WCAG 2.0 Level AA, other than, <ul style="list-style-type: none"> • success criteria 1.2.4 Captions (Live) • success criteria 1.2.5 Audio Descriptions (Pre-recorded).

PART III – EMPLOYMENT STANDARD

Section	Initiative	Description	Action	Status	Compliance Date
22	Recruitment – General	22. Every employer shall notify its employees and the public about the availability of accommodation for applicants with disabilities in its recruitment processes.	Accommodation statement included in Careers section of www.lilly.ca . Accommodation statement/question included in the Gateway Questionnaire for Applicants.	Completed	January 1, 2016
23	Recruitment, Assessment or Selection Process	23.(1) During a recruitment process, an employer shall notify job applicants, when they are individually selected to participate in an assessment or selection process, that accommodations are available upon request in relation to the materials or processes to be used. (2) If a selected applicant requests an accommodation, the employer shall consult with the applicant and provide or arrange for the provision of a suitable accommodation in a manner that takes into account the applicant's accessibility needs due to disability.	Recruitment partner IBM follows below documents in interactions with candidates. <ul style="list-style-type: none"> • Bias-Free Interview Script Guidelines for the Interviewer • Accessible Interviewing Checklist Recruitment partner, IBM, collaborates with Health and Safety Manager when appropriate as of March 1, 2014.	Completed In Progress	January 1, 2016
24	Notice to Successful Applicants	24. Every employer shall, when making offers of employment, notify the successful applicant of its policies for accommodating employees with disabilities.	Accommodation statement included in offer letter to successful candidates. IAS Policy Plan included in Onboarding Documents.	Completed	January 1, 2016

Section	Initiative	Description	Action	Status	Compliance Date
25	Informing Employees of Supports	25. (1) Every employer shall inform its employees of its policies to support its employees with disabilities, including, but not limited to, policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability.	Included in Learning Plans for all employees/volunteers (current and new employees).	Completed	January 1, 2016
25		25. (2) Employers shall provide the information required under this section to new employees as soon as practicable after they begin their employment.	Included in Onboarding Plan and documentation for new employees /volunteers. Workplace Emergency Response Plan is added to new Hire Kits.	Completed	January 1, 2016
25		25.(3)Employers shall provide updated information to its employees whenever there is a change to existing policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability.	Any changes to existing policies would require retraining employee/volunteer base as per Lilly Learning Plans.	Completed	January 1, 2016
26	Accessible Formats & Communication Supports for Employees	26.1 In addition to its obligations under section 12, where an employee with a disability so requests it, every employer shall consult with the employee to provide or arrange for the provision of accessible formats and communication supports for (a) information that is needed in order to perform the employee's job; and (b) information that is generally available to employees in the workplace.	In keeping with Lilly's Accommodation Policy and Process, Accommodation, Form A.	Completed	January 1, 2016

Section	Initiative	Description	Action	Status	Compliance Date
26		26.2. The employer shall consult with the employee making the request in determining the suitability of an accessible format or communication support.	In keeping with current Lilly Workplace Accommodation Policy, Procedure and, Accommodation Form A.	Completed	January 1, 2016
27	Workplace Emergency Response Information	27.(1) Every employer shall provide individualized workplace emergency response information to employees who have a disability, if the disability is such that the individualized information is necessary and the employer is aware of the need for accommodation due to the employee's disability.	Emergency Response Plan section included on HSE Collaboration Site. Current practice of Eli Lilly Canada, Fire and Safety Plan: Part 7 Persons Requiring Assistance.	Completed	January 1, 2012
27		(2) If an employee who receives individualized workplace emergency response information requires assistance, and with the employee's consent, the employer shall provide the workplace emergency response information to the person designated by the employer to provide assistance to the employee.	Manager of Health and Safety or Manager of Facilities to consult with individual and develop an appropriate personalized plan.	Completed	January 1, 2012
27		(3) Employers shall provide the information required under this section as soon as practicable after the employer becomes aware of the need for accommodation due to the employee's disability.	In keeping with current Eli Lilly Canada practices.	Completed	January 1, 2012

Section	Initiative	Description	Action	Status	Compliance Date
27		(4) Every employer shall review the individualized workplace emergency response information, (a) when the employee moves to a different location in the organization; (b) when the employee's overall accommodations needs or plans are reviewed; and (c) when the employer reviews its general emergency response policies.	In keeping with current Eli Lilly Canada Fire and Safety Plan, all types of evacuation.	Completed	January 1, 2012
28	Documented Individual Accommodation Plans	28.(1) Employers, other than employers that are small organizations, shall develop and have in place a written process for the development of documented individual accommodation plans for employees with disabilities.	This process has been developed and distributed to our employee base and follows our written process for development of documented Individual Workplace Accommodation Plans.	Completed	January 1, 2016
28		28 (2) The process for the development of documented individual accommodation plans shall include the following elements: 1. The manner in which an employee requesting accommodation can participate in the development of the individual accommodation plan. 2. The means by which the employee is assessed on an individual basis. 3. The manner in which the employer can request an evaluation by an outside medical or other expert, at the employer's expense, to determine if and how accommodation can be achieved.	Reflected in our Workplace Accommodation Plan.	Completed	January 1, 2016

		<ol style="list-style-type: none"> 4. The manner in which the employee can request the participation of a representative from their bargaining agent, where the employee is represented by a bargaining agent, or other representative from the workplace, where the employee is not represented by a bargaining agent, in the development of the accommodation plan. 5. The steps taken to protect the privacy of the employee's personal information. 6. The frequency with which the individual accommodation plan will be reviewed and updated and the manner in which it will be done. 7. If an individual accommodation plan is denied, the manner in which the reasons for the denial will be provided to the employee. 8. The means of providing the individual accommodation plan in a format that takes into account the employee's accessibility needs due to disability. 			
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29	Return-to-Work Process	<p>29.(1) Every employer, other than an employer that is a small organization,</p> <p>(a) shall develop and have in place a return-to-work process for its employees who have been absent from work due to a disability and require disability-related accommodations in order to return to work; and</p> <p>(b) shall document the process.</p>	Adopted in Lilly's Return to Work Policy and Plan.	Completed	January 1, 2016
29		<p>29. (2) The return-to-work process shall</p> <p>(a) outline the steps the employer will take to facilitate the return to work of employees who were absent because their disability required them to be away from work; and</p> <p>(b) use individual documented accommodation plans, as described in section 28, as part of the process.</p>	Adopted in Lilly's Return to Work Policy and Plan.	Completed	January 1, 2016
29		<p>29. (3) The return-to-work process referenced in this section does not replace or override any other return-to-work process created by or under any other statute.</p>	Adopted in Lilly's Return to Work Policy and Plan.	Completed	January 1, 2016

Section	Initiative	Description	Action	Status	Compliance Date
30	Performance Management	30.(1) An employer that uses performance management in respect of its employees shall take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when using its performance management process in respect of employees with disabilities.	Training on Success Factors myPM for current employees. Included in onboarding plan for new employees.	Completed	January 1, 2016
31	Career Development & Advancement	31.(1) An employer that provides career development and advancement to its employees shall take into account the accessibility needs of its employees with disabilities, as well as any individual accommodation plans, when providing career development and advancement to its employees with disabilities.	Included in Career and Development Sessions facilitated by Career and Development session forms. Followed up by HR Business Partners.	Completed	January 1, 2016
32	Redeployment	32.(1) An employer that uses redeployment shall take into account the accessibility needs of its employees with disabilities, as well as individual accommodation plans, when redeploying employees with disabilities.	A current Lilly Canada practice.	Completed	January 1, 2016