

## **AODA – Accessible Customer Service Policy**

### Policy

NECA is committed to providing services that are accessible to all clients and customers in a manner that respects the dignity, and independence of people with disabilities. We are committed to giving people with disabilities the same opportunity to access and benefit from our services.

### Objective

The intent of this policy is to:

- Establish a set of policies and procedures in regards to providing goods and services to people with a disability.
- Define and establish what a disability is.
- Ensure that all services are consistent with the principles of independence, dignity, integration and equality of opportunity.

### Scope

- a) This policy applies to the provision of goods and services at premises owned and operated by Nippon Express.
- b) This policy applies to employees, volunteers, agents and/or contractors who deal with the public or other third parties that act on behalf of NECA, including when the provision of goods and services occurs off the premises of Nippon Express such as in: delivery services, vendors, drivers, and third party marketing agencies.
- c) This policy will apply to all persons who participate in the development of NECA's policies, practices and procedures governing the provision of goods and services to members of the public or third parties.

### Definitions

**Assistive Device** - is a technical aid, communication device or other instrument that is used to maintain or improve the functional abilities of people with disabilities. Personal assistive devices are typically devices that customers bring with them such as wheelchair, walker or a personal oxygen tank that might assist in hearing, seeing, communicating, moving, breathing, remembering and/or reading.

**Disability** – the term disability as defined by the *Accessibility for Ontarians with Disabilities Act, 2005* and the *Ontario Human Rights Code*, refers to:

- ✓ any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, and degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device;
- ✓ a condition of mental impairment or a developmental disability;
- ✓ a learning disability, or dysfunction in one or more of the processes involved in understanding or using symbols or spoke language;
- ✓ a mental disorder; or

- ✓ an injury or disability for which benefits were claimed or received under the insurance plan established under the *Workplace Safety and Insurance Act, 1997*.

Guide Dog – is a highly-trained working dog that has been trained at one of the facilities listed in Ontario Regulation 58 under the Blind Persons' Rights Act, to provide mobility, safety and increased independence for people who are blind.

Service Animal – as reflected in Ontario Regulation 429/07, an animal is a service animal for a person with a disability if:

- ✓ it is readily apparent that the animal is used by the person for reasons relating to his or her disability; or
- ✓ if the person provides a letter from a physician or nurse confirming that the person requires the animal for reasons relating to the disability.

Service Dog – as reflected in *Health Protection and Promotion Act, Ontario Regulation 562*, a dog other than a guide dog for the blind is a service dog if:

- ✓ it is readily apparent to an average person that the dog functions as a service dog for a person with a medical disability;
- ✓ or the person who requires the dog provides a letter from a physician or nurse confirming that the person requires a service dog.

Support Person – as reflected in Ontario Regulation 429/07, a support person is another person who accompanies a disabled person in order to help with communication, mobility, personal care, medical needs or access to goods and services.

### Policy Guidelines

In accordance with the *Accessibility Standards for Customer Service*, this policy addresses the following:

- A. The Provision of Goods and Services to Persons with Disabilities
- B. The Use of Assistive Devices
- C. The Use of Guide Dogs, Service Animals and Service Dogs
- D. The Use of Support Persons
- E. Notice of Service Disruptions
- F. Customer Feedback
- G. Training
- H. Notice of Availability and Format of Required Documents

### The Provision of Goods and Services to Persons with Disabilities

NECA will make every reasonable effort to ensure that its policies, practices and procedures are consistent with the practices of dignity, independence, integration and equal opportunity by:

- ✓ ensuring that all customers receive the same value and quality;
- ✓ allowing customers with disabilities to do things in their own ways, at their own pace when accessing goods and services as long as this does not present a safety risk;
- ✓ using alternative methods when possible to ensure that customers with disabilities have access to the same services, in the same place and in a similar manner;
- ✓ taking into account individual needs when providing goods and services; and
- ✓ communicating in a manner that takes into account the customer's disability.

## Assistive Devices

Persons with disabilities may use their own assistive devices as required when accessing goods or services provided by NECA.

In cases where the assistive device presents a safety concern or where accessibility might be an issue, other reasonable measures will be used to ensure the access of goods and services. For example, open flames and oxygen tanks cannot be near one another. Therefore, the accommodation of a customer with an oxygen tank may involve ensuring the customer is in a location that would be considered safe for both the customer and business. Or, where elevators are not present and where an individual requires assistive devices for the purpose of mobility, service will be provided in a location that meets the needs of the customer.

## Guide Dogs, Service Animals and Service Dogs

A customer with a disability that is accompanied by guide dog, service animal or service dog will be allowed access to premises that are open to the public unless otherwise excluded by law. "No pet" policies do not apply to guide dogs, service animals and/or service dogs.

### Food Service Areas:

A customer with a disability that is accompanied by a guide dog or service dog will be allowed access to food service areas that are open to the public unless otherwise excluded by law.

Other types of service animals are not permitted into food service areas due to the Health Protection and Promotion Act, Ontario Regulation 562 Section 60. Exclusion Guidelines:

### Exclusion Guidelines:

If a guide dog, service animal or service dog is excluded by law, NECA will offer alternative methods to enable the person with a disability to access goods and services, when possible.

### Recognizing a Guide Dog, Service Dog and/or Service Animal:

If it is not readily apparent that the animal is being used by the customer for reasons relating to his or her disability, NECA may request verification from the customer. Verification may include:

- ✓ Documentation from a regulated health professional confirming that the person requires the animal for reasons related to the disability;
- ✓ a valid identification card signed by the Attorney General of Canada; or,
- ✓ a certificate of training from a recognized guide dog or service animal training school.

### Care and Control of the Animal:

The customer that is accompanied by a guide dog, service dog and/or service animal is responsible for maintaining care and control of the animal at all times.

### Allergies:

If a health and safety concern presents itself for example in the form of a severe allergy to the animal, NECA will make all reasonable efforts to meet the needs of all individuals.

## Support Persons

If a customer with a disability is accompanied by a support person, NECA will ensure that both persons are allowed to enter the premises together and that the customer is not prevented from having access to the support person.

There may be times where seating and availability prevent the customer and support person from sitting beside each other. In these situations, NECA will make every reasonable attempt to resolve the issue.

In situations where confidential information might be discussed, consent will be obtained from the customer, prior to any conversation where confidential information might be discussed.

## Notice of Disruptions in Service

Service disruptions may occur due to reasons that may or may not be within the control or knowledge of NECA. In the event of any temporary disruptions to facilities or services that customer's with disabilities rely on to access or use Nippon Express's goods or services, reasonable efforts will be made to provide advance notice. In some circumstances such as in the situation of unplanned temporary disruptions, advance notice may not be possible.

### Notifications will include:

In the event that a notification needs to be posted the following information will be included unless it is not readily available or known:

- ✓ goods or services that are disrupted or unavailable
- ✓ reason for the disruption
- ✓ anticipated duration
- ✓ a description of alternative services or options

### Notification Options:

When disruptions occur NECA will provide notice by:

- ✓ posting notices in conspicuous places including at the point of disruption, at the main entrance and the nearest accessible entrance to the service disruption and/or on the NECA website;
- ✓ contacting customers with appointments;
- ✓ verbally notifying customers when they are making a reservation or appointment; or
- ✓ by any other method that may be reasonable under the circumstances.

## Feedback Process

Nippon Express shall provide customers with the opportunity to provide feedback on the service provided to customers with disabilities. Information about the feedback process will be readily available to all customers and notice of the process will be made available by signage posted at the front reception area, and on the company website, in an accessible format. Feedback forms along with alternate methods of providing feedback such as verbally (in person or by telephone) or written (hand written, delivered, website or email), will be available upon request. Other accessible formats may be available if requested.

Submitting Feedback:

Customers can submit feedback to:

Administration/Legal  
6250 Edwards Boulevard  
Mississauga, ON L5T 2X3  
Jasen.wong@nipponexpress.com  
<https://www.nipponexpress.com/ca/en/>  
Phone: 905-565-7525 x1226

Customers who wish to provide feedback by completing an onsite customer feedback form or verbally can do so to any member of NECA management. Customers that provide formal feedback will receive acknowledgement of their feedback, along with any resulting actions based on concerns or complaints that were submitted.

### Training

Training will be provided to all members of the organization.

Training Provisions:

As reflected in Ontario Regulation 429/07, regardless of the format, training will cover the following:

- ✓ A review of the purpose of the *Accessibility for Ontarians with Disabilities Act, 2005*
- ✓ A review of the requirements of the *Accessibility Standards for Customer Service, Ontario Regulation 429/07*
- ✓ Instructions on how to interact and communicate with people with various types of disabilities.
- ✓ Instructions on how to interact with people with disabilities who:
  - use assistive devices;
  - require the assistance of a guide dog, service dog or other service animal; or
  - require the use of a support person (including the handling of admission fees).
- ✓ Instructions on how to use equipment or devices that are available at our premises or that we provide that may help people with disabilities.
- ✓ Instructions on what to do if a person with a disability is having difficulty accessing our services.
- ✓ Nippon Express' policies, procedures and practices pertaining to providing accessible customer service to customers with disabilities.
- ✓ A review of the OHRC.

Training Schedule:

Training will be provided to new employees, volunteers, agents and/or contractors who deal with the public or act on our behalf on a quarterly basis or within one (1) month of hire, whichever is sooner. Revised training will be provided in the event of changes to legislation, procedures and/or practices.

## Record of Training:

Nippon Express will keep a record of training that includes the dates training was provided and the number of employees who attended the training as well as a complete list of names of those who attended the training sessions.

## Notice of Availability and Format of Documents

NECA will notify customers that the documents related to the *Accessibility Standard for Customer Service* are available upon request and in a format that takes into account the customer's disability. Notification will be given by posting the information in a conspicuous place owned and operated by NECA, NECA's website, and/or any other reasonable method.

## Administration:

If you have any questions or concerns about this policy or its related procedures, please contact:

Administration/Legal  
6250 Edwards Boulevard  
Mississauga, ON L5T 2X3  
jasen\_wong@nittsu.com  
<https://www.nipponexpress.com/ca/en/>  
Phone: 905-565-7525 x1226

This policy and its related procedures will be reviewed as required in the event of legislative changes.