

IAMGOLD Corporation Multi-Year Accessibility Plan

This Multi-Year Accessibility Plan outlines IAMGOLD Corporation’s strategy to remove and prevent barriers and meet the requirements of the Integrated Accessibility Standards Regulation (the “Regulation”) of the *Accessibility for Ontarians with Disabilities Act, 2005*.

Legislative Standard	Ontario Requirement	Activity	Deadline
General Requirements			
Training	Train all employees on the requirements of the accessibility standards referred to in this Regulation and on the <i>Human Rights Code</i> as it pertains to people with disabilities.	Develop training in PowerPoint format to be delivered as an electronic learning module. New employees will be trained as part of their orientation. Tracking will be done to ensure training has been completed.	January 1, 2015
Information and Communications Standard			
Feedback	Develop process for receiving and responding to feedback that is accessible to people with disabilities.	Ensure feedback process is in multiple formats such as telephone, email, mail and in-person.	January 1, 2015
Accessible Formats and Communication Supports	Provide or arrange for accessible formats and communication supports for people with disabilities that take into account the person’s accessibility needs, upon request.	Identify possible formats and supports required.	January 1, 2016
	Public to be notified of availability of accessible formats and communication supports.	Develop online notice that accessible formats and communication supports are available, and how to obtain them.	January 1, 2016
Accessible Websites and Web Content	New website and web content must conform with WCAG 2.0 Level A	Make all new web content accessible and ensure it complies with WCAG 2.0 Level A	January 1, 2014
	All websites and web content must conform with WCAG 2.0 Level AA	Review website design to ensure it complies with WCAG 2.0 Level AA	January 1, 2021

Legislative Standard	Ontario Requirement	Activity	Deadline
Employment Standard			
Recruitment, Assessment and Selection	Notify applicants that accommodation is available during the recruitment, assessment and selection process.	Modify recruitment practices to take into consideration accessibility for applicants with disabilities. Specify that accommodation is available for applicants with disabilities on the website, job postings and in communications. Develop standard wording and/or script to be used.	January 1, 2016
	Consult with the applicant and provide or arrange for the provision of suitable accommodation.	Review interview and assessment process for accessibility barriers. As necessary, modify process to remove accessibility barriers.	January 1, 2016
	Notify successful applicant(s) of policies for accommodating employees with disabilities.	Include notification of policies on accommodating employees with disabilities in offer of employment letters.	January 1, 2016
Employee Supports	Inform employees of accommodation policies and keep employees updated.	Develop an accommodation policy. Communication policy provided to all new and current employees. Inform employees of any updates/changes to the policy.	January 1, 2016
Accessible Formats and Communication Supports for Employees	Provide all information communicated to employees in accessible formats or with communication supports, upon request.	Identify possible formats and supports required. Establish a point of contact for employees who need to access support.	January 1, 2016
Individual Accommodation Plans (IAP)	Create a written process for developing and documenting IAPs for employees with disabilities.	Develop an accommodation policy. Develop a template to be used to document the details of an IAP.	January 1, 2016

Return to Work Process	Create a documented return to work process for employees absent due to a disability and that require accommodations to return to work.	Include the return to work process in the accommodation policy. Develop a template to be used to document the return to work plan and accommodation(s) required.	January 1, 2016
Performance Management, Career Development, Advancement and Redeployment	Include accessibility considerations in performance management, career development, advancement, and redeployment processes.	Review performance management, career development, advancement, and redeployment processes and ensure that accessibility needs of employees with disabilities are taken into account.	January 1, 2016