

## **QUINTE BROADCASTING COMPANY LIMITED**

### **ACCESSIBILITY PLAN POLICY 2024-2027**

#### **GENERAL**

Quinte Broadcasting Company Limited is committed to providing a barrier-free environment for all stakeholders, including clients, employees, job applicants, suppliers and any visitors who enter the premises, access information provided by the company or use the company's good or services.

This accessibility plan contains details of the companies' policies, practices, and services in relation to the identification and removal of barriers. This plan is also used to establish prevention measures against new barriers emerging to ensure a barrier-free environment at the company.

This accessibility plan is offered in any of the following formats upon request.

Print  
Large Print  
Audio  
Electronic

The company welcomes any feedback from the general public. Any feedback or questions regarding this plan or requests for copies of the accessibility plan in an alternative format can be addressed to the following designated company representative.

William Morton, President

[billmorton@mix97.com](mailto:billmorton@mix97.com)

P.O. Box 488

10 South Front Street

Belleville, ON K8N 5B2

Feedback can be provided anonymously, if desired. Feedback can be received in the following formats

email

mail

feedback form on company website

#### **EMPLOYMENT**

Quinte Broadcasting Company Limited understands that improving workplace accessibility and ensuring an accessible recruitment and selection process for applicants with disabilities can contribute to a more diverse and welcoming workplace culture.

Our Health & Safety Committee are aware of the Accessible Canada Act and our company's Accessibility Plan, and they will conduct all future health and safety meetings with an eye to removing any barriers that are identified during their monthly inspections. The goal is to identify barriers and make recommendations to management on how to eliminate these barriers. Reasonable timelines will be established for eliminating barriers when identified.

#### **THE BUILT ENVIRONMENT**

Quinte Broadcasting Company Limited wants to remove barriers in our physical space for people with disabilities. We require any new space we may lease, rent, or purchase to be accessible. We will begin an assessment of our current leased space to identify and remove any barriers within our control.

## **INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT)**

Quinte Broadcasting Company Limited understands that communication to and with the company is vital to an individual's access to the company's goods and services. The company has implemented the following information and communication technologies to allow individuals to communicate with the company.

Accessible formats including print, large print, audio and electronic. Upon request, the company provides or arranges for other accessible formats and communication supports for employees, applicants, or persons accessing the company's goods and services. Such accessible formats and communication supports will be provided in a timely manner at no additional cost.

## **COMMUNICATION OTHER THAN ICT**

Quinte Broadcasting Company Limited understands that communication to and with the company can take many forms and requires a variety of options to be inclusive of all individuals. Our goal is to identify barriers to communication such as, but not limited to, verbal communication and accessible signage and to make recommendations to management on how to eliminate these barriers. Reasonable timelines will be established for eliminating barriers when they are identified.

## **THE PROCUREMENT OF GOODS**

Quinte Broadcasting Company Limited is committed to ensuring that all individuals can obtain the company's goods and services. We will use our feedback process to identify and address any barriers our customers and listeners have with regard to accessing our services.

## **SERVICES AND FACILITIES**

Quinte Broadcasting Company Limited is committed to ensuring that all its services and facilities are accessible to all individuals. The company will consider accessibility before making any new purchases and will attempt to ensure that these purchases will assist with making our spaces accessible to all employees and applicants and customers.

## **THE DESIGN AND DELIVERY OF PROGRAMS AND SERVICES**

Quinte Broadcasting Company Limited is committed to ensuring that all its programs and services are designed in a manner accessible to all individuals. All our programs and services involve communications. How we will become a more accessible provider in the design and delivery of our programs and services is outlined under the Communication Other Than ICT section of our plan.

## **TRANSPORTATION**

Quinte Broadcasting Company Limited does not provide transportation services.

## **CONSULTATIONS**

Quinte Broadcasting Company Limited recognizes that persons with disabilities are equal participants in all areas of life. The company is guided by the recognized principles of the Accessible Canada Act.

- All persons must be treated with dignity regardless of their disabilities.
- All persons must have the same opportunity to make for themselves the lives that they can and want to have regardless of their disabilities.
- All persons must have barrier-free access to full and equal participation in society, regardless of their disabilities.

- All persons must have meaningful options and be free to make their own choices, with support if they desire, regardless of their disabilities.

### **CONSULTATIONS, continued**

- Policies, programs, services, and structures must take into account the disabilities of persons, the different ways that persons interact with their environments and the multiple and intersecting forms of marginalization and discrimination persons face.
- Persons with disabilities must be involved in the development and design of policies, programs, services, and structures; and
- The development and revision of accessibility standards and the making of regulations must be done with the objective of achieving the highest level of accessibility for persons with disabilities.

Accordingly, the company is committed to ensuring that persons with disabilities are involved in all decision-making regarding its policies, programs, practices, and service delivery. In preparation of this accessibility plan, the company used all information provided by the accessibility feedback form that has been available on our website for the past year as well as any feedback provided by our customers and employees.

### **LICENSE CONDITIONS UNDER PART II OF THE BROADCASTING ACT**

None of our stations have conditions of license related to the identification and removal of barriers.

### **PROVISIONS OF ANY ORDER MADE UNDER SUBSECTION 9.4 OF THE BROADCASTING ACT**

Quinte Broadcasting has not been the subject of any orders made under Subsection 9.4 of the Broadcasting Act.