



NUCLEAR WASTE MANAGEMENT ORGANIZATION SOCIÉTÉ DE GESTION DES DÉCHETS NUCLÉAIRES

Accessibility Plan 2023-26

JUNE 2023



General

This Accessibility Plan is in compliance with the Accessible Canada Regulations: SOR/2021-241 under the *Accessible Canada Act (ACA)*.

The Accessible Canada Regulations under the ACA require that the Nuclear Waste Management Organization (NWMO) establish, implement, maintain and document our Accessibility Plan. The Accessibility Plan outlines the NWMO's strategy for preventing and removing barriers for persons with disabilities and meets the obligations under the Accessible Canada Regulations and the ACA.

The Accessibility Plan will be publicly available, including in an accessible format upon request. The Accessibility Plan will be reviewed and updated, if applicable, at least once every three years.

Application

The Accessibility Plan applies to all employees, as defined in the Accessible Canada Regulations, as well as the public with whom the NWMO interacts.

THE NWMO'S HEAD OFFICE IS LOCATED IN TORONTO, ONT., AT:

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The NWMO also has offices located in Dryden, Ignace and Teeswater, and a facility in Oakville. The contact information for each is listed below.

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Feedback

The NWMO has a designated accessibility representative to receive feedback relating to accessibility and accessibility barriers on behalf of the NWMO. The NWMO's designated accessibility representative is the Vice-President of Human Resources and Chief Ethics Officer, reachable at accessible@nwmo.ca.

The Vice-President of Human Resources and Chief Ethics Officer (or delegate) can answer any questions on how to receive the NWMO's Accessibility Plan in an accessible format, as well as provide an accessible description of the NWMO's feedback process for the Accessibility Plan.

Background: The *Accessible Canada Act (ACA)*

The *ACA* was given royal assent in June 2019, with the purpose of making Canada barrier-free for persons with disabilities by Jan. 1, 2040. A key requirement of the *ACA* is for organizations under federal responsibility to prepare accessibility plans that describe how they will identify, remove and prevent barriers in the priority areas identified below:

- » Employment;
- » The built environment (buildings and public spaces);
- » Information and communication technologies (ICT);
- » Communication (other than ICT);
- » The procurement of goods, services and facilities;
- » The design and delivery of programs and services; and
- » Transportation.

The *ACA* defines a *barrier* as the following:

“anything – including anything physical, architectural, technological or attitudinal, anything that is based on information or communications or anything that is the result of a policy or a practice – that hinders the full and equal participation in society of persons with an impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment or a functional limitation.”

The *ACA* defines a *disability* as the following:

“any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment – or a functional limitation – whether permanent, temporary or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person’s full and equal participation in society.”

Land acknowledgment

The NWMO acknowledges that we have worked in many different Indigenous territories since the inception of the organization. We are grateful to the Indigenous and municipal communities that have worked with us over the past 20 years.

We further acknowledge that today we are working in northwestern Ontario in the traditional territory of Wabigoon Lake Ojibway Nation with the community of Wabigoon Lake Ojibway Nation and the Township of Ignace.

In southern Ontario, we are working in the traditional territory of Saugeen Ojibway Nation (SON) with the two SON communities – Chippewas of Nawash Unceded First Nation and Chippewas of Saugeen First Nation – and the Municipality of South Bruce.

We further acknowledge that in both the northwest and the south, we have the privilege of working with other First Nations and organizations, with Métis communities and the Métis Nation of Ontario, and many municipal communities that have all expressed an interest in learning about our work.

As part of our commitment to Reconciliation, we recognize both the historic and current injustices far too many Indigenous communities endure. We pledge to do our part to encourage well-being in communities with which we work.

Our commitment to accessibility

At the NWMO, we are committed to providing a respectful, accessible and inclusive environment for all persons with disabilities. In fulfilling this commitment, the NWMO strives to treat all individuals with dignity and respect and in a manner that allows them to maintain their independence.

The NWMO promotes integration and equal opportunity and is committed to meeting the needs of people with disabilities in a timely manner. We will seek to achieve this by preventing and removing barriers to accessibility and by meeting accessibility requirements under the ACA. This Accessibility Plan sets out the NWMO's policy on how we will achieve accessibility in all areas of the NWMO's operations.

This is the NWMO's inaugural Accessibility Plan 2023-26, created in compliance with the ACA. It is the product of consultation with employees, as well as research into barriers to accessibility, and the identification of potential solutions to those barriers.

The work reflected in this plan builds on changes currently underway at the NWMO to update policies, programs, practices and services to create a more inclusive environment for everyone, and a more accessible one for persons with disabilities.

Laurie Swami
President and CEO

Executive summary

The Accessibility Plan is grounded in the work undertaken by the NWMO to further develop and strengthen our diversity, equity, inclusion and accessibility initiatives.

The Plan itself takes a measured approach, by taking stock of initiatives currently underway and planned, and by identifying areas for action that will help inform ongoing work, longer-term plans and continued improvement. By doing so, actions have been prioritized so that the Plan is both achievable and realistic, and that efforts are aligned across the organization.

A main goal, within the first year of the Plan, is to create an accessibility statement that will help ensure accessibility is applied consistently throughout the organization.

Additional goals for 2023-24 will be:

- » Incorporating more accessibility considerations in recruitment efforts;
- » Inclusion of accessibility considerations in updated policies and processes, specifically the formalization of an accommodation policy; and
- » Continuation of general and focused training and education on accessibility.

The consultations undertaken to inform the Plan were primarily internal, focused on all employees, including those who identify as living with a disability, and their experiences within the NWMO. A focus for future planning will be incorporating engagement externally with the public on improvements to our accessibility initiatives.

The NWMO will incorporate feedback received on the Plan, with a focus on continuous improvement towards a barrier-free Canada by 2040.

Introduction

The NWMO aims to ensure our workforce is representative of the diversity of the Canadian population, and that we adapt to and reflect the realities of a more flexible, supportive, inclusive and adaptive workplace.

As a federally regulated employer, the NWMO is required to report annually on the demographics of our workforce. To support this effort, the NWMO encourages all employees to complete a self-identification questionnaire. The questionnaire is presented at the time of onboarding and can be updated at any time over the course of one's employment. Confidential information from the self-identification questionnaire allows the NWMO to create programming and practices that best align with the needs of the workforce. The information from the self-identification questionnaire further supports the NWMO's Employment Equity Report, a narrative report that analyzes workforce data, comparing it to the labour market, with the goal of creating a more inclusive, equitable work environment.

The NWMO's Employment Equity Plan (EE Plan) supports the commitment to maintaining a workforce free of direct, indirect and systemic discrimination and meets the requirements under the *Employment Equity Act*. The EE Plan includes short-term hiring and promotion goals to eliminate under-representation; long-term goals to achieve full representation; measures to remove any barriers identified in employment system review; and special measures to increase the representation of under-represented designated groups (women, Indigenous peoples, persons with disabilities and members of visible minorities).

The NWMO's Inclusion, Diversity and Equity (IDE) Committee meets quarterly to provide recommendations on IDE activities, initiatives and programs, and to discuss ways the NWMO can improve on and move our agenda forward on inclusion, diversity, equity and anti-racism. The IDE Committee plays a consultative role in the development of the EE Plan and supports the implementation and communication of its goals and activities. A goal of this committee is to expand its programming to support the Accessibility Plan implementation.

External partnerships formed with outside groups such as Electricity Human Resources Canada (Equal by 30), the Canadian Centre for Diversity and Inclusion, and Diversio (an employee survey platform), strengthen the NWMO's efforts to promote, improve and learn from best practices of diversity and inclusion.

The NWMO's policies, procedures and practices are reviewed regularly as per the review cycle to determine if barriers exist for the designated groups in which under-representation was found.

The development of the Accessibility Plan aligns with the NWMO's current and ongoing work to create a more equitable organization with a diverse and inclusive workforce.

Monitoring and reporting

The NWMO will work with persons with disabilities and internal partners to develop a prioritized implementation plan. The implementation plan will include costing and resource allocations to support the deployment of key initiatives. Lessons learned, emerging best practices and metrics will be used in combination to measure the success of the Accessibility Plan. This work will be supported by periodic internal surveys and consultations to measure progress and to inform future activities necessary to creating a barrier-free organization.

Analysis will continue on data collected through internal surveys and consultations to inform measures and benchmarks for a broader measurement framework for accessibility. This data will be important to identifying gaps and helping to prioritize actions to remove and prevent barriers to accessibility.

The NWMO will provide updates between plans through annual progress reports, as required by the ACA. These progress reports will include updates on actions committed to in the Plan, how consultation with persons with disabilities continues to inform the Plan, and how feedback received through the feedback process has been considered and incorporated.

Consultations

Consultations undertaken to inform the Accessibility Plan were primarily internal, focused on employees, including those who identify as living with a disability, and their experiences within the NWMO. A focus for future planning will be incorporating feedback from the public on improvements to the NWMO's Accessibility Plan.

At the NWMO, employees are consulted through a variety of methods. IDE committee members act as diversity and inclusion champions for employees. Any formal and informal feedback brought forward by a committee member outside or during committee meetings on any real or perceived barriers to inclusion experienced by employees is acted on, where possible. Committee members also provide recommendations on initiatives and programs to remove barriers.

An organizational culture that supports persons with disabilities requires awareness, empathy and understanding from all employees. In support of this, the NWMO has conducted accessibility awareness events ranging from information sessions on the importance of self-identification, to an accessible scavenger hunt, hosted by Access Now, encouraging participants to view the world around them with a lens of accessibility.

Feedback and employee consultation are ongoing through all stages of an employee's time at the NWMO, including the exit interview process when they leave the organization. The feedback received is used to inform future employment equity programming and practices.

As part of our partnership with Diversio, the NWMO surveyed all employees on their perception of inclusion within the organization. Data obtained from the survey was used in the development of the updated EE Plan and related initiatives, including the development of the Accessibility Plan. Key data from the recent survey showed an increase in the number of individuals who identify with having a physical disability compared to the data taken from the self-identification questionnaires. Several factors could account for this discrepancy such as the method in which data is collected or different interpretations of the broader definition of physical disability. The data highlights areas of focus within the Accessibility Plan for addressing stigma, awareness and education.

In spring 2023, the NWMO conducted an internal consultation survey to gather feedback from all employees, encouraging participation from those living with a disability, on barriers that exist within the workplace. The input from employees helped identify barriers, and prioritize actions to remove and prevent them in each of the six priority areas of the ACA that apply to the NWMO. The three main barriers that were identified by employees at the NWMO were unknown procedures supporting persons with disabilities, the built environment and perceived lack of awareness of supports/resources.

Feedback from the internal consultation survey is included in this Plan under each priority area.

Priority area 1: Employment

The NWMO is committed to fair and accessible employment practices in all stages of the employment cycle that respects the dignity and independence of current and prospective employees with disabilities.

The Recruitment Procedure describes the controls and procedures required to complete the recruitment process, including appointments and promotions. The Procedure helps ensure our recruitment activities are fair and equitable and reiterates that the NWMO strives to maintain employee diversity. It ensures decisions related to hiring are made without bias towards colour, disability, gender, national origin, race, religion, sexual orientation or any other analogous ground. The NWMO currently asks job applicants to voluntarily self-identify as a member of any designated groups and offers reasonable accommodation if requested during the interview process. When appropriate, the NWMO shares job postings with organizations and associations that support and promote under-represented groups.

Barriers in employment as identified by consultation participants

Statistically, people with disabilities are under-represented in Canadian workforces, are often underpaid and face barriers both physically and systematically in their day-to-day lives.

Some of these representation gaps can be traced to systemic barriers within the broader Canadian workforce. For example, some persons with disabilities have had greater difficulty entering the workforce or having access to educational opportunities, which could mean that they would not meet minimum hiring criteria. Some individuals may not have the same access to networking or bridging opportunities for employment, or they may not be able to access more traditional recruitment or selection pathways.

The results of the NWMO's 2021 employment equity workforce analysis showed overall, that the NWMO has full representation in all designated groups, except for persons with disabilities who remain under-represented relative to the Labour Market Analysis. Data showed that the NWMO hired a diverse group of new employees in 2021 with 12 full-time new hires; two (17 per cent) of which self-identified as persons with a disability. When comparing year-over-year representation, representation of persons with disabilities in 2021 increased by 1.5 per cent from 2020. This data was further supported by the NWMO self-identification survey. Despite the small uptake in representation in 2021, representation of persons with disabilities continues to be a challenge at 2 per cent, which is below the external workforce availability benchmark of 7.8 per cent.

Where representation gaps or certain promotion, hiring and/or departure trends are found in the workforce analyses, the NWMO's Human Resources (HR) team reviews its employment systems, policies and practices to identify if potential barriers to inclusion exist. HR also establishes strategic actions and measures the NWMO will take to close our representation gaps and remove any potential barriers.

The internal consultation survey supports the conclusion that there are systemic barriers, physical and procedural, to employment and self-identification for persons with disabilities at the NWMO. The consultation process also demonstrated employees' support for increased representation within the workforce of persons with disabilities, as well as ensuring recruitment efforts were reflective of the diverse candidate market.

Accessibility goals in the area of employment

The NWMO has identified short-term hiring and promotion goals to eliminate under-representation; long-term goals to achieve full representation; measures to remove any barriers identified in the NWMO's employment systems; and special measures to increase the representation of under-represented designated groups.

Planned action to achieve accessibility goals

The ability to track gaps in representation, and to establish baselines, set goals and track progress, begins with good data collection. The NWMO's applicant tracking system (ATS) supports the organization's efforts in increasing representation within designated groups. The ATS allows candidates to self-identify during the application process and allows the NWMO to track, report and measure our recruitment outreach success to designated groups. Continued evaluation of this metric, along with consultation with applicants, will help determine if applicants feel comfortable disclosing their identification at this stage of the recruitment process.

Candidates may hesitate to apply for positions at the NWMO if they do not know if the NWMO's facilities are accessible. Increased communication of the accessibility measures of our built environments on the website and job postings can allay concerns among potential job candidates and serve as a best practice from a recruitment and retention perspective.

The NWMO offers accommodation to all applicants. However, this offer is underused. Similarly, some potential candidates may hesitate to request an accommodation because they believe it may negatively affect their continuation in the recruitment process, or that it could introduce a prejudice against their candidacy. A thorough review of the NWMO's recruitment processes and job postings is a short-term goal to ensure that the accommodation process and accessibility features of the built environment are clearly communicated to candidates at the application stage to support their application and overall successful candidacy at the NWMO.

Hiring managers may not be aware of their obligations, or how to proceed when a request for an accommodation is made by a candidate. Improved training, including for hiring managers on accessibility recruitment, assessment, selection, onboarding and accommodations for persons with disabilities may help address this. The NWMO will also provide training to our hiring managers regarding accessible recruitment. The NWMO will continue to leverage employment programs, networks and job boards to support hiring persons with disabilities.

In addition to new employees, current employees may not know their rights or management's obligations to provide accommodations. It may be difficult to raise a personal issue with a manager, out of fear of being met with a negative reaction, a lack of understanding, empathy or prejudice. NWMO employees may not be aware of the support that can be provided to them should they disclose a need for an accommodation. The NWMO will look to offer accessibility-focused sensitivity training, including on the topic of unconscious bias, for all employees to support a positive and inclusive culture.

Priority area 2: The built environment

The NWMO has offices in Toronto, Ignace, Dryden and Teeswater. The head office located in Toronto is a leased office space within a larger office tower. The head office is primarily accessed by employees, guests, vendors and members of the public. As the NWMO is located within communities, the community offices are accessed by members of the public, employees, guests and vendors. The NWMO does have a location in Oakville that acts as test facility, tour site and warehouse. Where the NWMO can make space accessible, we strive to do so.

Like many organizations, in March 2020, NWMO employees were required to work remotely in response to the COVID-19 pandemic. After the pandemic-related public health restrictions started to ease in 2022, the NWMO undertook a hybrid workplace model. The hybrid model supported an increased level of flexibility that may not have existed naturally before the pandemic. In many ways, it helped to “level the playing field” for individuals who may have required those supports/flexibility in the past, but were not available or supported organization-wide until remote work for all was necessary. The hybrid workplace model continues, and the NWMO remains committed to supporting accommodations and accessibility-related matters for employees.

Other areas where the NWMO has supported inclusive office design was in the recent redesign of one of the office floors with an open concept and the inclusion of sit-to-stand desks.

Barriers in the built environment as identified by consultation participants

Where the NWMO is limited in the physical changes that can be made to a space due to its leased nature, it raises awareness and understanding of how important the physical space can be as a place of employment. As part of an awareness event led by Access Now, NWMO employees gained a real-time understanding on the physical barriers faced when living with a disability. During an accessibility scavenger hunt, employees reviewed over 25 public places in communities where the NWMO is located, identifying spaces that were accessible, partially accessible or not at all. In some instances, this exercise created dialogue with business owners on their own built environments and how to improve accessibility for all, including within the NWMO and our physical office spaces. The event was designed to educate participants who do not experience accessibility challenges about the impacts of spaces and how persons with disabilities are able to use them.

Internal consultation survey results also highlighted an awareness of the limitations within the built environment of the NWMO’s spaces.

Accessibility goals in the area of the built environment

The NWMO endeavours to make the built environment more accessible through layout and use of space, equipment, and where possible, renovations. The NWMO continues to advocate for leased office space to be considered in any future renovations or redesigns to ensure accessibility for any individuals accessing the space.

Planned action to achieve accessibility goals

The NWMO plans to review our facilities and office equipment to identify improvements with respect to accessibility. With future renovations and/or redesigns, as part of the Plan, external consultation with persons with disabilities and the general public will greatly help in understanding accessible spaces.

Priority area 3: Information and communication technologies (ICT)

As an organization that communicates information broadly to the public, the use of the internet is an important tool for communication. Internally, the NWMO relies on email and other digital formats to communicate with employees. The use of these technologies can be helpful in reaching varied audiences, removing barriers and creating an inclusive online experience for everyone.

Barriers in ICT as identified by consultation participants

Barriers to accessibility in ICT at the NWMO often stem from a lack of knowledge of existing accessibility supports. In some instances, disabilities can be satisfactorily accommodated through technological solutions. However, users who may require access to these technological programs, equipment and/or services may not be aware that they exist. This barrier was further identified in the internal consultation results. NWMO employees highlighted that they are not overly comfortable knowing where to start the process of seeking technology support for matters related to an accommodation.

Accessibility goals in the area of ICT

The NWMO will develop processes to highlight accessibility-related supports as part of our internal and external trainings and information sharing. Making these features better known across the organization is a way to leverage existing supports and improve accessibility.

Planned action to achieve accessibility goals

Evaluation of digital products and services will improve accessibility and increase awareness. This includes regular testing and compliance checks such as with the Web Content Accessibility Guidelines, a range of recommendations for making web content more accessible and routine awareness campaigns on how to make communications accessible for all. An immediate goal under the Plan is to ensure the newly redesigned corporate website complies with the accessibility standards where required.

Priority area 4: Communication (other than ICT)

The NWMO interacts with employees, guests, vendors, prospective hires and the public in different ways, including print, online and in person. Communication of all varieties should be accessible and inclusive.

Barriers in communication (other than ICT) as identified by consultation participants

Broadly speaking, when communication is produced, it is not always inclusive of all types of individuals. This is often the case for individuals who are D/deaf or hard of hearing, who are visually impaired, or with neurological or cognitive disabilities, who may be disadvantaged by overly complex language.

Internal consultation survey results showed this priority as an area that could benefit from more awareness and education. Policies, procedures and/or tools can be enhanced to support internal and external communications activities.

As a small organization, the NWMO considers individual communication needs. However, the potential stigma of speaking up in the workplace may be a barrier to some.

Accessibility goals in the area of communication (other than ICT)

The NWMO is committed to making company information and communications materials accessible to D/deaf persons in Canada.

Planned action to achieve accessibility goals

The NWMO will incorporate new accessibility requirements to ensure that our information and communications systems and platforms are accessible and provided, upon request, in accessible formats that meet the needs of D/deaf persons in Canada. Education and awareness will also be embedded in future trainings and resources to support those who are D/deaf or hard of hearing. Additionally, tools will be given to all employees to enhance accessible communication across the NWMO.

Addressing biases and stigmatization encountered by persons with disabilities through training and awareness of accessibility issues and supports will ensure future communication is inclusive of everyone.

Priority area 5: The procurement of goods, services and facilities

NWMO employees have access to an occupational health nurse and a confidential Employee and Family Assistance Program, to discuss any medical, physical or mental health related issues that may require a medical accommodation. It is through this process that one can obtain a medically supported accommodation. To date, the NWMO has provided accommodations to employees with disabilities with enhanced or modified equipment and/or computer programs. While this process is supportive and standard, it can be viewed as reactionary and with a large onus on the employee.

Barriers in the procurement of goods, services and facilities as identified by consultation participants

Some disabilities can be satisfactorily accommodated in the workplace through technological and/or equipment solutions. However, barriers to acquiring these solutions can be lack of awareness on the process and/or the amount of time the procurement process for these solutions can take.

Internal consultation survey results showed that a number of NWMO employees felt uncomfortable seeking accommodation or did not know the process in which they should go about securing an accommodation.

Accessibility goals in the area of the procurement of goods, services and facilities

When procuring new goods, services, facilities and equipment, accessibility should be included at the design stage. Future updates to the NWMO's procurement process will streamline procurement procedures for accommodations, including procuring medically supported equipment for the safe and inclusive participation in the workplace. These will also be considered in the program and services design process.

Planned action to achieve accessibility goals

Better awareness on procurement procedures for all employees, with a specific focus on accommodation requirements, may address this barrier. The NWMO will look at offering such training in the near future.

Future goals under the Plan for this priority area include reviewing the procurement process for ways in which exceptions can be made like setting up a vendor of record to expedite requests that support accommodations. A long-term goal is to promote accessibility and inclusion within the supply chain, and look for ways to recognize companies that have adopted an accessibility policy, practice or strategy.

Priority area 6: The design and delivery of programs and services

The NWMO's policies, procedures and practices are reviewed according to a regular review cycle to determine if barriers exist for the designated groups. Accessibility must be considered in our programs and services right from the design stage.

Barriers in the design and delivery of programs and services as identified by consultation participants

During the NWMO's last systems review, an identified barrier can be an employee's feelings of discomfort around self-identifying. The lack of a formal written accommodation procedure was also identified as a barrier.

Addressing accessibility is often hampered by incomplete datasets of persons with disabilities. Emphasis on the importance of self-identification will provide up-to-date information to enable the NWMO to better address accessibility issues faced by persons with disabilities.

Accessibility goals in the area of the design and delivery of programs and services

Any new programs or services will be reviewed to incorporate accessibility considerations at the design phase. The NWMO is committed to addressing issues faced by persons with disabilities, and will continue a comprehensive review of our HR-related policies through a lens of equity, diversity, inclusion and accessibility.

Planned action to achieve accessibility goals

An identified action item within the Accessibility Plan, supported by the EE Plan, is to continue to educate employees on the importance of self-identification.

The creation of an assessment tool to ensure policies factor in accessibility early on will be developed by 2024. The intention of the tool is to extend the reach of accessibility and inclusion awareness to any person responsible for creating a policy in the organization by answering a few questions on the topic to assess whether accessibility and inclusion are factored into their policy.

As mentioned throughout the Accessibility Plan, the NWMO will formalize the current accommodation practices into a written accommodation procedure accessible to all employees and inclusive of persons with disabilities. A key component of this work will be consultation with those who have self-identified, as well as external consultation, to ensure the NWMO is addressing the barriers faced by persons with disabilities when formalizing such a policy.

Priority area 7: Transportation

The NWMO does not provide transportation, but does rely on it. Headquartered in Toronto, the NWMO has community offices in other parts of Ontario, and some employees are required to travel between these offices and other places as part of their role.

Commercial airlines and vehicle rental establishments usually have accommodations for persons with disabilities. Commercial transportation service providers may not always be able to provide an accommodation such as for underserved locations or destinations.

The NWMO is committed to continually improving our travel policies and processes to ensure that any barriers to accessibility are identified and solutions to them are made available where possible.

Summary

The NWMO Accessibility Plan builds on work that we have undertaken in recent years to make the organization more inclusive and accessible. While much work has already been done, much work remains ahead.





This Accessibility Plan aims to identify necessary steps towards organizational changes to create a barrier-free workplace. This is a long-term effort, and meaningful change can only come from individual and systemic changes, both of which take time, resources and a willingness to engage.

The NWMO will monitor the progress of the actions outlined in this Plan and will submit our progress report for publication by June 1, 2024. The NWMO also welcomes feedback on this Plan, which will contribute to the development of the progress report, and ultimately help guide the path towards a barrier-free NWMO, and Canada, by 2040.

**For more information,
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