

MULTI-YEAR ACCESSIBILITY PLAN

Our mission at Sweat and Tonic is [inclusion for all](#). Our purpose is to create a fitness & wellness space and community where everyone is included and welcome. We encourage open communication, educational opportunities, embracing differences, and lifting each other up to ensure both team members and guests are respected, valued, safe, and supported.

Sweat and Tonic is committed to fulfilling our requirements under the Accessibility for Ontarians with Disabilities Act, 2005, and the related Integrated Accessibility Standards Regulations.

We believe in integration and equal opportunity, and are committed to treating all people in a way that allows them to maintain their dignity and independence.

This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities. Our plan shows how we will play our role in making Ontario an accessible province for all Ontarians. The plan is reviewed and updated at least once every 5 years and as required.

For more information on this accessibility plan or to request standard and accessible formats of this document, please contact us by:

Mail or in person: 225 Yonge Street, Toronto, ON M5B 1N8

Email: hello@sweatandtonic.com

Phone: (647) 372-0225

sweatandtonic.com/accessibility

INITIATIVE	STATUS	COMPLIANCE DATE
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<p>Establish accessibility policies and plans</p> <ul style="list-style-type: none"> • Include within policies and plans a statement of commitment to meet the accessibility needs of persons with disabilities • Develop, implement and maintain policies governing how the organization will achieve accessibility • Make the policies and plans public available to the public on Sweat and Tonic’s website, within the facility, and available upon request in accessible formats • Commit to providing customer service and communication with individuals in ways that consider their disability 	<p>Complete</p>	<p>January 11, 2022</p>
<p>Feedback process and communication of availability of accessible formats and communication supports</p> <ul style="list-style-type: none"> • Post statement on website and within facility about the availability of accessible formats and communication supports, and upon request, provide or arrange for the provision of documentation and information related to the organization’s goods and services in accessible formats in a timely manner • Ensure processes for receiving and responding to feedback are accessible to persons with disabilities by providing or arranging for the provision of accessible formats and communication supports, upon request 	<p>Complete</p>	<p>January 31, 2022</p>
<p>Develop and implement employee training process</p> <ul style="list-style-type: none"> • Provide training in the requirements of Ontario’s accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities, AODA training, accessible customer service, and accessibility requirements and best practices as applicable to job duties within the organization • Provide training on the above requirements to all employees with job duties that pertain to dealing with the public and customer service, as well as all employees involved in the development of Sweat & Tonic’s policies • Maintain documentation and dates of training per applicable staff member 	<p>In progress</p>	<p>March 31, 2024</p>

<p>Fair and accessible employment practices</p> <ul style="list-style-type: none"> • Develop written process for the development of individual accommodation plans • Develop a return to work process for employees who have been absent due to a disability, including the steps that the organization will take to facilitate the employee’s return to work and use the employee’s individual accommodation plan as part of the process • Inform applicants and prospective candidates about the availability of accessible formats and accommodations, upon request, during the recruitment, assessment, or selection process in relation to the materials and processes to be used • Consult with the individual to determine the suitability of accommodations, upon request • Notify the successful candidate when making offers of employment, of the organization’s policies for accommodating employees with disabilities • Upon request, provide for employees with disabilities suitable accessible formats and communication supports for information required to perform their job • Develop a process for performance management, career development, and advancement opportunities that takes into account the accessibility needs of employees with disabilities and individual accommodation plans 	<p>In progress</p>	<p>June 1, 2024</p>
<p>Digital accessibility and web content</p> <ul style="list-style-type: none"> • Ensure the organization’s website sweatandtonic.com and web content conform to WCAG 2.0 except for exclusions set out in the IASR • Ensure any new websites and new content on such websites conform to World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.1 • Continually improve user experience through technical updates, website enhancements, working with third-party web development professionals, staff training on digital accessibility, and soliciting feedback from guests and employees 	<p>In progress</p>	<p>January 1, 2024</p>

<p>Make new or redeveloped public spaces accessible Ensure any new construction or redevelopment of elements in our public spaces comply with the standards for the built environment as outlined in the Accessibility Standards Regulation</p>	<p>As required</p>	<p>January 1, 2024</p>
<p>File Accessibility Compliance report every three years per required deadline (December 31, 2023, 2026, 2029, 2031, 2034)</p>		<p>Next file due: December 31, 2023</p>