



The Accessible Canada Act

Searcy Trucking Ltd.'s Accessibility Plan 2024



General

Summary

Searcy Trucking Ltd. is dedicated to fostering a culture of inclusivity and accessibility. Embracing accessibility is not only integral to our company values but also essential for our ongoing growth as a leading employer in the trucking industry. We aim to contribute to a barrier-free Canada by developing an accessibility framework that ensures our employees and the public we serve have the best possible experience with our services, products, and facilities.

We recognize that creating a barrier-free environment takes time, and we are committed to the ongoing identification, removal, and prevention of barriers. Searcy Trucking Ltd. will enhance our current efforts by developing our initial Accessibility Plan, as mandated by the Accessible Canada Act. This Accessibility Plan will guide our organization in fulfilling our accessibility commitments and in fostering a culture of accessibility for years to come.

To address gaps in these areas, it is important to recognize and understand the needs of those with disabilities. For this reason, this plan was developed in consultation with employees who identify as having a disability via employee surveys.

A summary of initial observation and opportunities include:

- Improving the attraction of persons with disabilities to career opportunities with Searcy Trucking Ltd.
- Being prepared to provide information in accessible formats when requested.
- Reviewing application and technology design standards of current and future I.T. equipment and applications to ensure compatibility with accessibility features.
- Initiating a process where there is a “through an accessibility lens” approach to the design and assessment of facilities, procurement procedures, company programs, new initiatives, and on-going services.

Input and Feedback

Searcy Trucking Ltd. welcomes feedback on our Accessibility Plan from the public, employees, and our stakeholders. This feedback is valuable to help break down accessibility barriers and build on our commitment to accessibility. If you have an inquiry or feedback, please use one of the contact methods below. We will respond to all feedback in a timely manner. If you require support while providing feedback, let us know and we will do our best to accommodate your needs.

Contact: Rachelle Baker – Director, Culture & Driver Services

Mailing address: 1470 Chevrier Blvd, Winnipeg, Manitoba R3T1Y6

Email: hr@searcytrucking.com

Phone: 1-204-475-8411

Website: www.searcytrucking.com



Statement of Commitment

Searcy Trucking Ltd. is dedicated to making our organization and services accessible to everyone, including individuals with disabilities. Every Canadian deserves equal access to our services, and our employees have the right to perform their jobs without barriers. We will develop our accessibility initiatives in consultation with individuals with disabilities, ensuring their insights guide our efforts.

Reporting Our Plan

In compliance with the Accessible Canada Act, we will publish an annual progress report to measure our achievements against our commitments. Additionally, we will review and update our Accessibility Plan every three years.

Addressing Areas Identified in the Accessible Canada Act (ACA)

Employment - The “employment” area ensures that candidates and employees with disabilities and those who experience barriers are supported throughout the entire employment lifecycle.

Searcy Trucking Ltd. has identified the following barriers that candidates and employees with disabilities may encounter:

Barrier #1: Searcy Trucking Ltd. continues to experience competition for employees and is currently not attracting a high volume of qualified candidates from underrepresented populations such as persons with disabilities.

Actions:

- Work with the HR Committee at the Manitoba Trucking Association to attract more applicants from underrepresented populations.
- Ensure job posting documents follow accessibility best practices and readability and be prepared to provide information in accessible formats when requested.
- Develop a recruiting and employment procedure for applicants with disabilities.
- Educate hiring managers on accessibility and how they can ensure barrier-free hiring, selection, and accommodation process.

Barrier #2: Improve awareness opportunities for candidates to request reasonable accommodation during the recruitment/selection process.

Actions:

- Incorporate language in job postings that show accommodations are available for roles that do not have a bona fide occupational requirement for applicants with disabilities and establish process for receiving accommodation requests.
- Educate candidates and employees about the availability of accommodation for applicants with disabilities in recruitment and selection processes.
- Add accessibility commitments and offerings to Searcy Trucking Ltd.’s external careers page so candidates can envision themselves working in an environment with available accommodation.



Built Environment - The “built” environment area ensures that workspaces and the work environment are accessible for all.

Barrier #3: Some spaces within the main office and shop locations may limit the mobility of employees with disabilities.

Actions:

- Conduct built environment audit to assess all physical barriers that may be present and require correction.
- Identify mobility barriers in all building locations that can only be accessed by stairs and develop plan to correct or find alternate space in building that can accommodate a permanent or temporary restriction.
- Add illumination signage in less lit areas to support those with visual impairments to identify important safety signage.
- Facilities and Finance leadership will provision budget for modifications required to address accessibility deficiencies.

Barrier #4: No handicap parking is available at either terminal.

Actions:

- Establish a handicapped parking spot at each terminal.
- While Searcy Trucking Ltd. is not open to the public, handicap parking should be available to accommodate those with government issued passes.

Information and Communication Technologies (ICT) - “Information and Communication Technologies” are various technological tools used to send, store, create, share, or exchange information.

Barrier #5: Some systems do not support accessibility features and technology teams are not well versed with supporting accessibility technologies.

Actions:

- Review current company websites and applications and remediate accessibility deficiencies. This will be completed in conjunction with our 3rd party software developer.
- Update and standardize technology style design guides to ensure compatibility with accessibility features and tools.
- Ensure training materials and support are available for persons with disabilities on how to access and use accessibility features such as scaling text and images, enabling text to speech features, and closed captioning on Microsoft Teams.

Barrier #6: Tools and software used in the company which have accessibility capabilities are not being used in an accessible way.

Actions:

- Educate and communicate opportunities to utilize accessibility features already available to the broader workforce.



Barrier #7: Technologies commonly used in meetings, online learning, and collaboration spaces can limit the ability of facilitators and attendees to participate meaningfully.

Actions:

- Add closed captioning to online learning videos and ensure all other accessibility features are available as required.

Communication Other Than Information and Communication Technologies (ICT) - This area requires that organizations provide barrier-free access for the public, clients, and employees to all the communications that the Company produces for this audience.

Barrier #8: Searcy Trucking Ltd. does not have a consistent process to ensure alternate formats of communication are available.

Actions:

- Review external website social media video content and identify ways to improve accessibility through alt text and closed captioning.
- Develop a process to identify and create accessible options when developing web-based content.
- When requested, Searcy Trucking Ltd. will provide alternate formats within the frames required by the Accessible Canada Regulation which will include print, large print, audio format, braille, or an electronic format that is compatible with adaptive technology.

Procurement of Goods, Services and Facilities - The “procuring (buying) goods, services, and facilities” area ensures that accessibility is considered at the beginning of the buying process.

Barrier #9: Searcy Trucking Ltd.’s procurement procedures and practices do not take into consideration accessibility requirements.

Action:

- Review vendor’s accessibility capabilities to ensure they can deliver goods and/or services consistent with our current accessibility needs.
- Ensure accessibility needs are considered when purchasing software, equipment, and food items.
- Review digital accessibility needs when receiving Request for Proposals from external customers.

Design and Delivery of Programs and Services - When designing and delivering Searcy Trucking Ltd.’s internal and external programs and services, accessibility considerations must be part of the process.

Barrier #10: We do not currently have a standard approach for ensuring all programs, processes, and services have taken accessibility into consideration.



Action:

- Comply with mandatory requirements to consult with persons with disabilities by creating a forum to review and provide feedback on all programs, processes, and policies to support the development of future programs and services.
- Develop and promote guidelines on how to apply the accessibility lens when reviewing company policies, programs, and services.
- Create accessibility checklists to help ensure key accessibility considerations are made.

Transportation - Transportation for this purpose refers to the transportation of people, not goods. Searcy Trucking Ltd. does not coordinate a transportation system or a fleet of transportation vehicles as defined in the Accessible Canada Act and is not included in the scope of this plan.

Consultations

To align with Searcy Trucking Ltd.'s commitment to creating an accessible workplace for all, we have developed our initial Accessibility Plan in collaboration with key leaders to identify barriers. This process included an internal survey of employees with disabilities and follow-up conversations.

We will continue to survey employees and the general public and consult with external organizations referenced in this Accessibility Plan. This ongoing feedback will help us measure our progress and ensure we meet our accessibility commitments.

Definitions

Accessibility – Refers to the needs of persons with disabilities being intentionally and thoughtfully considered when products, services, and facilities are built or modified so they can be used and enjoyed by persons of all abilities.

Barrier – The Accessible Canada Act defines a barrier as “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 of 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.

Disability – The Accessible Canada Act defines a disability as “any impairment including anything 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, interaction with a barrier, hinders a person’s full and equal participation in society.