

2020 Annual Status Report on Accessibility Activities

In the Multi-Year Accessibility Plan, 2021 to 2026, 360°kids is committed to providing annual updates on progress toward plan goals and milestones. The points below summarize key accomplishments in the previous calendar year.

2020 Activities:

- Training continued to ensure staff are aware of the AODA legislation, Customer Service Standard, Integrated Standards and Human Rights Code as it relates to disability, and the 360°kids AODA policies and practices. This training is part of the orientation process at the time of hiring.
- Accommodations continue to be available throughout the recruitment process and employment life cycle. Potential candidates for employment are made aware of the availability of accommodation. Employees are made aware during the Onboarding process of the availability of individual emergency plans designed to meet the needs of persons with disabilities.
- Due to the COVID-19 outbreak, many of the 360°kids Administration employees have worked from home for the majority of 2020. To facilitate this, 360°kids provided all employees with technology to facilitate working from home, including assistive technologies, where necessary, to support employees with disabilities. 360°kids has provided employees with increased resources to support mental health and wellbeing during the COVID-19 pandemic.
- 360°kids continued to provide communication supports and documents in accessible formats to the public, and to accommodate persons who require assistive devices, service animals or support persons while using our services.
- An audit was performed on the 360°kids' website to ensure that it was compatible with AAA meets the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0, at Level AA. The developers of our website audited for accessibility issues. Here's a summary of the most prominent issues that were addressed and completed 12/31/2020:
 - Colour contrast of text and background. Requires some design consideration. The fix will require updating the text colour and/or font size.
 - Image alternate text missing and needs to be added.
 - Header order and HTML semantics
 - Form labels and focusable elements
 - Link text issues