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# Accessibility Policy

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ENCON, in accordance with the Ontarians with Disabilities Act (ODA, 2001) and the Accessibility for Ontarians with Disabilities Act (AODA, 2005), has developed a policy to ensure that persons with disabilities have equal access to programs, services and activities at ENCON.

This policy applies to all ENCON employees, contractors, clients, any person engaged in business with ENCON and visitors to ENCON property in the province of Ontario.

ENCON is dedicated to providing an equitable environment for its employees and clients to participate in all aspects of life at ENCON.

ENCON strives at all times to provide its goods and services in a way that respects the dignity and independence of people with disabilities. ENCON is also committed to giving people with disabilities the same opportunity to access our goods and services and allowing them to benefit from the same services, in the same place and in a similar way, as ENCON's other clients.

## Feedback Process

ENCON's goal is to meet client expectations while serving clients with disabilities. Comments on ENCON's services regarding how well those expectations are being met are welcome and appreciated. Feedback regarding the way ENCON provides goods and services to people with disabilities can be provided as follows:

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