



FEP-19 WORKPLACE ACCESSIBILITY POLICY

1.0 Policy Purpose

This policy applies to:

- all staff, including: managers and supervisors; full-time, part-time or casual, temporary or permanent staff and sub-contractors.
- how Fire EMT provides services to clients and how it interacts with other members of the public.
- all aspects of employment, recruitment and selection; conditions and benefits; training and promotion; task allocation; hours; leave arrangements; workload; equipment and transport.
- on-site, off-site or after hours work; work-related social functions; conferences – wherever and whenever staff may be as a result of their Fire EMT duties.
- staff treatment of other staff, of clients, and of other members of the public encountered in the course of their Fire EMT duties.

2.0 Scope

This policy outlines our provisions for people with disabilities.

We endeavour to make our premises, services, products and equipment available to all other people respecting their individual needs, dignity, independence and equal opportunity.

3.0 Policy Elements

Disabilities that this policy refers to include but are not limited to:

- Conditions that require the use of wheelchair or other movement support device or mechanism
- Physical impairments that obstruct everyday activities (e.g. opening doors, walking up the stairs, reading signs etc.)
- Visual, hearing, speech or mental impediment
- Conditions that require assistance or constant medical care

We are unable to make our premises accessible to certain mobility impaired persons due to the nature of the building, in lieu of this any potential future office employees would be engaged on a work from home basis.

FEP-12 Remote – Working From Home Policy would be followed and the employee would be set up in a full office environment with access to all Fire EMT systems.



FIRE EMT

Emergency Management Training

Workplace Accessibility

We have also taken actions to ensure that people with non-mobility impaired disabilities will be able to move about safely and easily and make full use of our facilities.

Other conditions are subject to company's judgement and will be considered individually.

We have several provisions for people with disabilities. We have:

- Implemented a Disability Action Plan
- Set up remote access to all our systems, software and programs

We allow assistive devices, service animals and support persons to be in our company's premises for as long as their services are needed.

We encourage anyone who encounters any problems, malfunctions or deficiencies to report them to management.