



#AbleTo

make your business

welcoming for everyone.

Did you know?

1 in 5 people aged 15 and over have one or more visible or non-visible disabilities.*

63% of employees with disabilities do not require workplace accommodations.*

The average cost for those who require accommodation is \$500.*

*Visit ableto.ca to learn more about these and other related statistics.

Talk about your desired business culture.

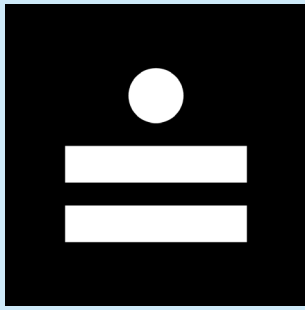
Discuss with your employees how your business is a place where they, as well as patrons and visitors, are welcome and accepted for who they are. Also offer employees tools, resources and training related to their abilities and performance needs.

Turn down the sound.

Be aware of the volume of background music. Too much background noise can be distracting or overwhelming for employees, patrons and visitors with hearing impairments or sensory processing difficulties.

Go easy on the lights.

People with visual impairments or acquired brain injuries may have an aversion to bright lights. Turn down or off some lights and have softer lighting in some areas of your business. Watch for flickering lights. They can induce seizures in people who are photosensitive.



Accessibility for all.

Visit ableto.ca for more information on how to make your place of business welcoming for everyone. You also can download our identifier. Display it in your place of business and on your website, job postings and email signatures to show everyone that you support accessibility for all.

Consider multiple formats for your materials and handouts.

Offer formats such as PDF or copies with larger print. Run electronic documents through a document reader or perform a Microsoft accessibility check to ensure that screen readers can make sense of documents.

Remove physical barriers.

Start by removing unnecessary boxes, furniture or other obstacles that could impede ease of mobility. Then ask patrons and visitors who use mobility devices or who are visually impaired if they require assistance to navigate your business place. If they say they do, guide them through your space, describing the environment and layout as they go.

Support service animals.

Prepare an area where service animals are able to access water, and be prepared to suggest an easily accessible area nearby where the animals can go to the washroom. Don't touch or feed service animals without the owners' permission.