

Initial Accessibility Plan – IP4B

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INTRODUCTION AND ENGAGEMENT

IP4B is committed to identifying, removing and preventing barriers to accessibility across its operations, considering the nature of its operations and resources.

CONSULTATIONS

Given the organization's predominantly teleworking structure, the lack of ownership or control of the physical locations, and the nature of IP4B's activities, no formal consultation with people with disabilities was conducted during the development of this plan.

Instead, IP4B plans to collect comments and feedback through its accessibility feedback process, which remains open to employees, customers and members of the public.

PRIORITY AREAS – CONTEXTUALIZED APPROACH

In accordance with the Accessible Canada Act, IP4B analyzed the seven priority areas considering its organizational reality, i.e. a company that is mostly teleworking, does not own its premises and offers services mainly remotely.

1. Employment

Employment accessibility at IP4B is mainly approached from the perspective of teleworking, which represents about 90% of work arrangements. This organization reduces several physical obstacles related to the work environment.

2. Built Environment

IP4B does not own its workplace. In-person employees (approximately 10%) perform their duties in leased space, which complies with the applicable accessibility standards under the landlord's obligations.

3. Information and communication technologies (ICT)

The technologies used by IP4B are primarily aimed at supporting teleworking and remote communications. The organization strives to maintain accessible digital tools to the extent of its operational capabilities.

4. Communications, other than ICT

IP4B's internal and external communications are mainly done electronically or by telephone. The accessibility of communication is addressed in a pragmatic way, in particular through the clarity of documents and the availability of a point of contact.

5. Procurement of goods, services and facilities

IP4B mainly acquires services and equipment related to its technological activities. Accessibility considerations are assessed in terms of the products and services required.

6. Design and delivery of programs and services

The services offered by IP4B are provided primarily remotely. The company does not offer alternative formats for equipment sold or leased but can provide explanatory documents in accessible formats upon request.

7. Transportation

IP4B does not offer any transport services and does not carry out any activity requiring the management or operation of transport services. This area is therefore limited in scope in the context of the organization.

FUTURE ACTIONS

IP4B will continue to assess, in a manner proportionate to its activities, the possibility of improving the accessibility of its documents and communication tools, by making explanatory documents available in accessible formats when required.

PUBLICATION FORMAT

This plan is published in accessible PDF format.