# MSCTV Accessibility Plan Progress Report 2025

Updated to meet the Accessible Canada Act and Accessible Canada Regulations requirements.

Date: April 30, 2025

## Executive Summary

Mitchell Seaforth Cable T.V. Ltd. is committed to creating a barrier-free environment for all employees and clients, in accordance with the Accessible Canada Act and the Accessible Canada Regulations. This report outlines the progress made towards achieving the goals outlined in our Accessibility Plan, with a focus on employment, the built environment, ICT, and regulatory compliance.

## 1. Employment

Goal: Ensure that persons with disabilities are fairly represented in the workforce and have equal opportunities for advancement.

Progress: Maintained a recruitment strategy that includes mandatory plain language job postings and accommodation requests.

Challenges: Need to increase awareness of disability issues among employees.

Next Steps:  
- Continue to monitor and evaluate the effectiveness of the recruitment strategy.  
- Conduct regular consultations with employees with disabilities to gather feedback.

## 2. Built Environment

Goal: Ensure that all buildings and facilities are accessible to persons with disabilities.

Progress: Completed accessibility audits of all buildings and facilities.

Challenges: Some buildings are older and require significant renovations.

Next Steps:  
- Implement improvements.  
- Develop a retrofit plan.  
- Consult with persons with disabilities.

## 3. Information and Communication Technologies (ICT)

Goal: Ensure that all ICT systems and content are accessible to persons with disabilities.

Progress: Updated all websites to meet WCAG 2.0 Level AA.

Challenges: Ensuring full compatibility with assistive technologies.

Next Steps:  
- Continue updates.  
- Provide ongoing training.  
- Consult with users.

## 4. Other Initiatives

Consultations: Ongoing consultations with persons with disabilities.

Training: Accessibility training provided to staff and stakeholders.

Communication: Accessibility communication plan in place.

## 5. Feedback Mechanism

We welcome feedback from persons with disabilities. Feedback can be provided through the following methods:  
- Email: accessibility@msctv.ca  
- Phone: 226-302-2341 ext. 2351  
- Mail: 6979 Perth Line 34, Dublin, Ontario, N0K1E0  
  
All feedback will be reviewed and used to improve our accessibility efforts.

## 6. Alternate Formats

This report is available upon request in alternate formats including Braille, large print, audio, and electronic text. To request an alternate format, please contact accessibility@msctv.ca.

## 7. Public Availability

This report is published in English on our website at www.msctv.ca/accessibility. Printed copies are available upon request.