



Fogler, Rubinoff LLP
Lawyers

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Statement of Commitment to Accessibility

Fogler, Rubinoff LLP (the "Firm") is committed to providing an environment that allows our clients, employees, job applicants, suppliers, visitors, and others who access our services or premises to maintain their dignity and independence.

The Firm is committed to ensuring equal access and participation for people with disabilities, treating people in a way that respects their dignity and independence, meeting the needs of people with disabilities in a timely manner, and meeting our accessibility requirements under the Accessibility for Ontarians with Disabilities Act (2005) (AODA) and its various regulations and standards.

Accessibility Policy

Training

The Firm is committed to training employees, students, and lawyers in Ontario's accessibility laws and aspects of the Ontario Human Rights Code that relate to persons with disabilities. We will train employees, students, and lawyers on accessibility as it relates to their specific roles.

Information and Communications

The Firm will communicate with people with disabilities in ways that take into account their disability. We will train employees, students, and lawyers who communicate with clients on how to interact and communicate with people with various types of disabilities.

The Firm is taking all reasonable steps to ensure that all websites controlled by the Firm, and content on those sites published after January 1, 2012 (other than live captions and pre-recorded audio descriptions), conform with WCAG 2.0, Level AA by September 1, 2021, except where meeting the requirement is not practicable.

Employment

The Firm will notify employees, students, and lawyers, potential hires, and the public that accommodations can be made during recruitment and hiring.

We will notify employees, students, and lawyers, that supports are available for those with disabilities. We will put in place a process to develop individual accommodation plans for employees, students, and lawyers.

Where needed, we will also provide customized emergency information to help members of the Firm with a disability during an emergency.

The Firm will ensure the accessibility needs of employees, students, and lawyers with disabilities are taken into account if using performance management, career development and advancement, or redeployment processes.

The Firm will also take reasonable steps to prevent and remove other accessibility barriers that are identified.

Design of Public Spaces

The Firm will meet accessibility laws when building or making major changes to its premises. The Firm will put procedures in place to prevent service disruptions to our accessible parts of its premises.

Changes to Existing Policies

The Firm will modify or remove an existing policy that does not respect and promote the dignity and independence of people with disabilities.

Accessible Formats and Communication Supports

On request, we will provide documentation in an alternative format (e.g. Braille, HTML, text, larger font, etc.). Please indicate any specific needs at hrdepartment@foglers.com or otherwise to our Director of Human Resources at 416.864.9700.

Self-Service Kiosks

The Firm will ensure that employees consider the needs of individuals with disabilities when designing, procuring or acquiring self-service kiosks.

Feedback

Fogler, Rubinoff LLP welcomes any feedback regarding the methods it uses to provide services to persons with disabilities and is committed to ensuring that this process is accessible to all of our clients, employees, job applicants, suppliers, visitors, and others who access our services or premises.

Feedback as it relates to this policy can be made by:

Email: hrdepartment@foglers.com

Telephone: 416.864.9700

In person: to the Director of Human Resources

In writing:

Fogler, Rubinoff LLP

Attn: Director of Human Resources

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Or by any other form of communication that takes into account the client's disability.

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