



## Accessibility at ICES

### ICES Statement of Commitment to Accessibility

ICES is committed to treating all individuals in a way that allows them to maintain their dignity and independence. ICES believes in integration, equal opportunity, access and participation for people with disabilities. We are committed to meeting the needs of persons with disabilities in a timely manner and will do so by ensuring compliance with Ontario's accessibility laws and by identifying, preventing and removing barriers to accessibility.

### Accessibility Policies and Procedures at ICES

For more information on accessibility at ICES or to access the following ICES accessibility documents, go to

<https://www.ices.on.ca/About-ICES/Accessibility>

- Accessibility Policy
- Integrated Accessibility Standards Policy
- Multi-Year Accessibility Plan
- Accessibility Glossary
- Notice of Temporary Disruption form
- Accessibility Feedback and Complaints form

### Contact Us

If you have any questions or feedback, accommodation requests, or would like to request a copy of the ICES Statement of Commitment to Accessibility, accessibility policies, or Multi-Year Accessibility Plan in an accessible or alternate format, contact:

Human Resources Department  
G1 06, 2075 Bayview Avenue, Toronto, Ontario M4N 3M5  
Phone 416-480-4055 Fax 416-480-6048  
Email [human.resources@ices.on.ca](mailto:human.resources@ices.on.ca)