

## **NOHFC's Statement of Commitment to Accessibility**

At NOHFC, we believe that accessibility is fundamental to building strong, inclusive communities and ensuring equal opportunity for all. We are committed to creating an environment where every individual - employees, clients, and stakeholders - can participate fully and independently in our programs and services.

As an agency of the Ontario Public Service (OPS), NOHFC adheres to the Accessibility for Ontarians with Disabilities Act (AODA), the Integrated Accessibility Standards Regulation (IASR) and all OPS policies, procedures and training requirements. Our commitment goes beyond compliance; it reflects our values of respect, dignity, and inclusion.

We pledge to:

- Identify, remove, and prevent barriers to accessibility in our policies, practices, and physical spaces.
- Provide information and services in formats that meet the needs of individuals with disabilities.
- Ensure equitable employment practices and accommodations throughout the employee lifecycle.
- Deliver mandatory accessibility training to all staff and foster a culture of awareness and inclusion.
- Engage with stakeholders and respond to feedback to continuously improve accessibility.

Accessibility is a shared responsibility. Together, we will work toward a barrier-free Ontario and ensure that NOHFC remains a leader in promoting inclusion and equal opportunity.

For questions or feedback regarding accessibility, please contact Anthony Pace, Senior Business Planner at [Anthony.pace@ontario.ca](mailto:Anthony.pace@ontario.ca) or 705-255-3962.

Signed,



John Guerard  
Executive Director  
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