



Davis Agency of Ottawa Limited

Accessible Employment Practices

December 2017



Independent Dealer

# Policy Statement

Davis Agency of Ottawa Limited is committed to accommodating disabilities with our employees or the public during a recruitment process.

There are many forms of disabilities. There is no procedure that fits all. Our policy is to work with each individual to accommodate their needs as they are presented to us.

All ads for open positions must include the following statement.

**“ We accept applications from persons of all abilities. Accommodations will be made through the recruitment process, as needed, to help through the process”.**

We will work with any employee who has or develops a disability to accommodate the disability as and when it is presented. We will develop a plan in consultation with the employee.