

Gosfield North Communications Co-operative Ltd.
Accessibility Plan Progress Report
May 2025 - May 2026

Introduction

Gosfield North Communications Co-operative Ltd. is pleased to submit this update to our Accessibility Plan, originally filed on June 3, 2024, in accordance with the Accessible Canada Act and its associated regulations.

This update outlines the feedback received over the past year and describes how this feedback has been considered and integrated into our accessibility practices and priorities.

Feedback Summary

Since the publication of our initial Accessibility Plan in 2024, Gosfield established accessible feedback channels for members, customers or employees including:

- Email: accessibility@gosfieldtel.ca
- Telephone at 519-839-4737 (with TTY support)
- Mail: 128 County Rd 34 W, Cottam, ON N0R 1B0
- Anonymous online webform: www.gosfieldtel.ca/accessibility

As of May 2026, no feedback was received.

Actions Taken in Response to Feedback

No actions were taken, as no feedback was submitted during this reporting period.

Status of Progress in identified Areas

This progress report aligns with the key areas in our Accessibility Plan and provides an update on the actions we have taken to advance accessibility

Built Environment

- **Objective**
 - Ensure all buildings meet accessibility requirements for people/individuals with disabilities
- **Progress**
 - The County of Essex will be measuring space designed for accessibility parking end of May 2026

and is expected to mark the designated parking space shortly there after.

- **Next Steps**
 - Continue to monitor and implement accessibility improvements as needed to meet or exceed required standards.
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Employment

- **Objective**
 - Provide a fair and equitable employment opportunity and career advancements for people/individuals with disabilities
 - **Progress**
 - The recruitment process includes notation that we are committed to creating an accessible environment and will accommodate people/individuals with disabilities during the selection process. We also ask candidates, to please let their recruiter know during the selection process of any accommodation needs.
 - All staff now participate in Accessibility Canada Act (ACA) training, which is compliant with current federal legislation.
 - **Next Steps**
 - Continue to evaluate the effectiveness of our recruitment strategy, by incorporating the perspectives and experiences of people/individuals with disabilities.
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Information and Communication Technologies (ICT) Summary

- **Objective**
 - Authentically represent the diversity of our community, through visual identity and messaging.
 - **Progress**
 - The website has been fully updated with the accessibility widget and is maintained to support WCAG 2.1 Level AA accessibility standards. This also supports alignment with Ontario AODA website accessibility requirements, which reference WCAG 2.0 Level AA
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 - **Next Steps**
 - Continue to evolve our ICT systems through education and consultation with people/individuals with disabilities.
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Communication (Non-ICT) Summary

- **Objective**
 - Continue to recognize the critical role of accessible Non-ICT by ensuring equitable services access.

- **Progress**
 - Continue to take advantage of learning opportunities to enhance Non-ICT services.
 - **Next Steps**
 - Focus on an accessibility communication plan as an aid to ensure all communications are accessible
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Procurement of Goods, Services, and Facilities Summary

- **Objective**
 - Accessibility to remain a core component in the procurement of goods, services and facilities
 - **Progress**
 - We continue to solicit feedback for consideration during procurement decisions.
 - **Next Steps**
 - Continue to refine our procurement processes to include accessibility criteria as part of the standard evaluation.
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Design and Delivery of Programs and Services Summary

- **Objective**
 - Remain cognisant of potential barriers within the design and delivery of our products and services including technical support and customer service for all customers regardless of abilities.
 - **Ongoing Initiatives**
 - Accessibility training and consulting with people/individuals representing members of our community with disabilities
 - **Next Steps**
 - Monitor and enhance programs and service deliverables from a perspective of continuous improvement
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Transportation Summary

Gosfield does not provide transportation services to our facilities, as such we have not identified any barriers related specifically to transportation. A draft policy considering potential travel routes and off-site hosted events remains under review.