



Workplace Emergency Response Information (WERI)

Venture Metal Works Inc. is committed to ensuring that employees who have a disability are provided with Workplace Emergency Response Information as soon as practicable (once the employee requests it or once employer identifies that an employee who may need it) either on a permanent or temporary basis. The definition for "Practicable" for the purpose of this document is within 5 business days.

Accommodating an employee with a disability when providing individualized emergency workplace information requires careful planning and consideration to ensure their safety and well-being. Here are some steps to accommodate such employees:

Assessment of Needs: Begin by assessing the specific needs of the employee with the disability. Consider factors such as mobility limitations, sensory impairments, cognitive challenges, or any other relevant considerations that may impact their ability to respond to emergencies.

Individualized Emergency Plan: Work with the employee to develop an individualized emergency plan tailored to their specific needs. This plan should outline how the employee will receive emergency information, what assistance they may require during an emergency evacuation, and any other accommodations necessary to ensure their safety.

Accessible Communication: Ensure that emergency communication methods are accessible to the employee. This may involve providing information in alternative formats such as large print, braille, or electronic text for employees with visual impairments. For employees with hearing impairments, consider providing visual alerts or text-based communication methods.

Assistive Technology: If the employee uses assistive technology, such as screen readers or communication devices, ensure that emergency information is compatible with their assistive devices. Test these technologies regularly to verify their functionality in emergency situations.

Buddy System or Personal Support: Consider implementing a buddy system where a designated coworker or supervisor is assigned to assist the employee with disabilities during emergencies. This person can provide guidance, assistance, and support as needed to ensure the employee's safety.

A buddy or support person in this WERI plan are required to consent to the employer sharing their emergency plan the person(s) who will support in an emergency.

Training and Awareness: Provide training to coworkers and supervisors on how to support employees with disabilities during emergencies. Ensure that all staff are aware of the individualized emergency plan and know their roles and responsibilities in assisting the employee with disabilities.

Regular Review and Updates: Review the individualized emergency plan regularly with the employee to ensure that it remains up-to-date and reflects any changes in the employee's needs or workplace conditions. Update the plan as necessary to address any new accommodations or concerns. An employee's individual plan will be reviewed by the employer when the employee moves to a different location in organization, the employee's overall accommodations needs or plans are reviewed, and the employer reviews its emergency response policies.