CHRYSLER CANADA INC. - ACCESSIBILITY POLICY

ACCESSIBILITY POLICY

Chrysler Canada Inc.'s Accessibility Policy is issued in accordance with the Integrated Accessibility Standards Ontario Regulation 191/11 ("IAS").

STATEMENT OF ORGANIZATIONAL COMMITMENT

Chrysler Canada is committed to treating all people in a manner that allows them to maintain their dignity and independence and is committed to the principles outlined in the Accessibility for Ontarians with Disability Act, 2005 (the "Act"). We continue to support measures that promote integration, equal opportunity and the prevention and removal of barriers for people with disabilities. As an employer, Chrysler Canada, will continue to demonstrate leadership for accessibility and will continue to integrate the principles of accessibility into our regular workplace processes.

MULTI-YEAR ACCESSIBILIITY PLAN

In accordance with the requirements established in the IAS, Chrysler Canada has established the following Multi-Year Accessibility Plan (the "Plan") outlining Chrysler Canada's strategy to meet the requirements under the Act. Chrysler Canada has posted the Plan on the Chrysler Canada website and will provide the Plan in alternate format upon request. Chrysler Canada will review and update the Plan in accordance with the IAS or as required.

A. Training

In accordance with the requirements established in the IAS, Chrysler Canada will provide training to assist employees with understanding the requirements of the Act, including identifying and removing barriers in the workplace, understanding and accommodating various types of disabilities and their impact on work performance and understanding employer obligations related to accommodation.

B. Information and Communication Standard

Feedback

In accordance with the requirements established in the IAS, Chrysler Canada will:

a) Ensure that Chrysler Canada's Customer Feedback process will continue to be accessible to persons with disabilities and will provide for the provision of accessible formats and communication supports upon request.
b) Ensure the public is notified regarding the availability of accessible formats and communication supports.

Accessible Formats and Communication Supports

In accordance with the requirements established in the IAS, Chrysler Canada will:

a) Upon request, provide or arrange for the provision of accessible formats and communication supports for persons with disabilities in a timely manner that takes into account the person's accessibility needs and their disability;
b) Consult with the person making the request in determining the suitability of an alternative format or communication support; and
c) Notify the public about the availability of accessible formats and communication supports.

Accessible Websites and Web Content

In accordance with the requirements established in the IAS, Chrysler Canada will:

a) Ensure new Internet, Intranet websites and web content on those sites will comply with the WCAG 2.0 Level A by January 01, 2014; and
b) Ensure all Internet, Intranet and web content will comply with the WCAG 2.0 Level AA by January 01, 2021.

C. Employment Standards

Recruitment

In accordance with the requirements established in the IAS, Chrysler Canada will establish necessary policies and/or processes that will:

a) Ensure employees and the public will be notified about the availability of accommodation for applicants with disabilities in its recruitment processes;
b) During a recruitment process, notify applicants who are individually selected to participate in an assessment or selection process that accommodations are available upon request in relation to the materials or process used;
c) Will consult with an applicant who requests accommodation, having regard for the applicant's accessibility needs, on the provision of a suitable accommodation; and
d) When making an offer of employment a successful applicant will be notified of policies for accommodating employees with disabilities.

Informing Employees of Support

In accordance with the requirements established in the IAS, Chrysler Canada will inform employees of applicable policies and the process used to support employees, including, but not limited to, policies on job accommodation that take into account the employee's accessibility needs due to a disability.

Accessible Formats and Communication Supports for Employees

In accordance with the requirements established in the IAS, Chrysler Canada will, upon request:

a) Consult with employees to provide or arrange for the provision of accessible formats and communication supports for:
    i. information that is needed in order for the employee to perform the employee's job; and
    ii. information that is generally available to employees in the workplace.

b) Consult with employees making the request in determining the suitability of an accessible format or communication support.

Workplace Emergency Response Information

In accordance with the requirements established in the IAS, Chrysler Canada will:

a) Continue to provide individual workplace emergency response information to employees who have a disability:
    i. where the disability is such that individual information is necessary; and
    ii. where Chrysler Canada is aware of the need for accommodation due to the employee's disability.
b) Provide individualized information to a person designated by Chrysler Canada to provide assistance to the employee, if such employee with individualized workplace emergency response information requires assistance and provides consent.

Documented Individual Accommodation Plans

In accordance with the requirements established in the IAS, Chrysler Canada will continue to support processes and policies related to Individual Accommodation Plans for employees with disabilities.

Return to Work

In accordance with the requirements established in the IAS, Chrysler Canada will continue to support return to work policies and processes for its employees who have been absent from work due to a disability and require disability-related accommodations in order to return to work.

Performance Management, Career Development and Redeployment

In accordance with the requirements established in the IAS, Chrysler Canada will take into account:

a) The accessibility needs of employees with disabilities, as well as individual accommodation plans, when utilizing performance management;
b) The accessibility needs of employees with disabilities with respect to career development and advancement; and
c) The accessibility needs of employees with disabilities, including individual accommodation plans, when considering redeployment for employees with disabilities.

Individuals can obtain a copy of the Chrysler Canada Accessibility Policy via e-mail by clicking here or by contacting the Customer Care Centre via telephone at 1-800-465-2001, or via mail at Chrysler Canada, Customer Care Centre, P.O. Box 1621, Windsor, ON N9A 4H6.

Accessible formats of this document are available free upon request.