

NOTICE OF TEMPORARY DISRUPTION

Purpose

Siskinds LLP (“Siskinds”) recognizes that people with disabilities may use particular facilities or services of Siskinds in order our legal services and, as such, Siskinds is committed to providing notice of temporary disruptions in those facilities and services. The purpose of this procedure is to provide steps to be taken in connection with providing notice of such temporary disruption.

Scope

This procedure applies to every person interacting with members of the public or other third parties on behalf of Siskinds, whether a partner, lawyer, employee or independent contractor.

Definitions

Disability means:

- a) Any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device,
- b) A condition of mental impairment or a developmental disability,
- c) A learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language,
- d) A mental disorder, or
- e) An injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.

The foregoing definition includes disabilities of differing severity, whether visible or non-visible and whether temporary or permanent in nature.

Temporary Disruption means any planned or unplanned disruption in the facilities or services of Siskinds that are usually used by people with disabilities to access our legal services.

Procedure

1. Siskinds will provide notice of any actual, or anticipated future temporary disruption in its facilities and services. Such notice will include the following information:
 - a. Reason for the temporary disruption;
 - b. Anticipated duration of the temporary disruption;
 - c. Description of alternate facilities or services, if available; and

d. Contact information.

2. In the case of an unplanned temporary disruption, the notice will be posted at no less than one conspicuous place at the physical location of the temporary disruption as soon as practicable. Depending on the duration of the temporary disruption, Siskinds may also post the notice to its accessibility webpage (www.siskinds.com/accessibility).
3. In the case of a planned temporary disruption, Siskinds will post the notice prior to the temporary disruption at no less than one conspicuous place at the physical location of the temporary disruption and on its accessibility webpage www.siskinds.com/accessibility. The notice will be posted with sufficient time to inform clients of the temporary disruption.
4. Depending upon the type and duration of temporary disruption, Siskinds may elect to also provide information about the temporary disruption on its voicemail system, and/or contact any persons with disabilities known to Siskinds who are likely to be detrimentally affected by that specific temporary disruption (e.g. those with scheduled meetings at Siskinds on the day of the temporary disruption).