



## ACCESSIBILITY PLAN

**Date Issued:** June 1, 2024  
**Date of Last Revision:** June 1, 2024  
**Date of Current Revision:** June 1, 2024  
**Approved by:** General Manager

### 1. REFERENCES

- 1.1. Accessible Canada Act
- 1.2. Accessible Canada Regulations

### 2. GENERAL

Strait Crossing Development Inc. (SCDI) and Strait Crossing Bridge Limited (SCBL) are responsible for the operation and maintenance of the Confederation Bridge linking the Province of Prince Edward Island and the Province of New Brunswick. The agreement was entered into with Transport Canada for a 35-year concession period from May 31, 1997 to May 31, 2032. On June 1, 2032, Transport Canada will take over all responsibilities previously carried on by SCDI and SCBL as they relate to the Confederation Bridge.

#### 2.1. Accessibility statement

SCBL aims to provide services to all people, with or without disability, in the same manner and with the same respect as well as do what it can to ensure that it will not create any barriers to employment while adhering to all applicable regulations and to the extent of what can be practically achieved with the assets under our care.

#### 2.2. Feedback

To ensure accountability, we invite input and feedback from all staff, stakeholders, and the public. Any input will be reviewed and valued, as the best way to ensure success is to diversify our sources of information. If you would like to provide feedback, you are welcome to reach out to Alexis Reynaud, General Manager of SCDI and SCBL using any of the following methods:

Email: [Accessibility@scbl.net](mailto:Accessibility@scbl.net)

Phone: (902) 437-7300

Mail: General Manager  
Strait Crossing Bridge Limited, 104 Abegweit Blvd., PO Box 70  
Borden-Carleton, PE C0B 1X0

### **3. EMPLOYMENT**

As of June 1, 2024, SCBL has 42 employees, working out of its offices in Borden-Carleton, Prince Edward Island. Strait Crossing Bridge Limited will make every reasonable effort to accommodate present or future employees with disabilities.

#### **3.1. Identified barriers**

Our staff involved in recruitment will be provided enhanced training on disability awareness

#### **3.2. Actions**

Find the appropriate training from an approved entity that will help the recruitment process, from drafting an employment ad to the onboarding process.

### **4. BUILT ENVIRONMENT**

SCDI/SCBL built environment includes the Confederation Bridge as well as a toll plaza, a maintenance warehouse and some associated smaller buildings, a bridge operating building, and a parking area in New Brunswick used for the shuttle and when the bridge is restricted to certain categories of vehicle. All of those areas were built in the early 1990's.

#### **4.1. Identified barriers**

##### Employees:

The second level of the bridge operating building can only be accessed through stairs. This level encompasses the offices of the administrative staff. For any existing staff or future hire this could present an issue in case of reduced mobility.

##### Customers:

The shuttle facility in New Brunswick, needs to be assessed for accessibility.

#### **4.2. Actions**

##### Employees:

Create a plan, identify a solution, temporary and/or permanent, and be ready to move forward if the time comes where the identified barriers will pose an issue for an existing or future employee.

##### Customers:

Identify what needs to be done in New Brunswick to provide access to the building and complete the work.

### **5. INFORMATION AND COMMUNICATION TECHNOLOGIES (ICT)**

Not relevant.

### **6. COMMUNICATION, OTHER THAN ICT**

##### Customer:

Due to the bilingual nature of our worksite, when we need to communicate information to our customers crossing the bridge, we use pictograms when they exist. This ensures that comprehension is easier for all people.

#### **7. PROCUREMENT OF GOODS, SERVICES AND FACILITIES**

No barriers identified.

#### **8. DESIGN AND DELIVERY OF PROGRAMS AND SERVICES**

No barriers identified.

#### **9. TRANSPORTATION**

SCDI/SCBL has identified a company who can provide a shuttle service to physically disabled people. "Pat & the Elephant" provides an accessible taxi service. We have used them in the past and will continue to do so when required.

#### **10. CONSULTATION**

We consulted with Spinal Cord Injury Prince Edward Island to prepare this accessibility plan. The organization sent a representative to our bridge operating building to inspect it and submit their recommendations on what could be done. The letter containing the recommendations was received on May 2, 2024 and was used as support for this plan.