

Crown Investments Corporation of Saskatchewan

Accessibility Plan 2026 –2029

This report is available in alternate format upon request.

To request an alternate format, please contact the CIC Accessibility Team at

accessibility@cicorp.sk.ca or 306-787-0135

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Introduction

Accessibility benefits everyone; our employees, visitors and stakeholders.

Crown Investments Corporation of Saskatchewan (CIC) is committed to making our workplace, services and communications accessible to everyone. This three-year plan, guided by *The Accessible Saskatchewan Act* sets out the actions we will take from 2026 through 2029 to identify and remove barriers and to prevent new barriers from being created. It is designed to be practical, measurable and person-focused.

The plan reflects input and feedback from a short survey. The survey collected feedback on the accessibility barriers our employees, Crown employees and other stakeholders experience while using CIC facilities, programs and services.

This plan demonstrates CIC's commitment to making CIC a more inclusive and accessible workplace.

Accessibility barriers

The Accessible Saskatchewan Act defines a barrier as anything that hinders or challenges the full and equal participation in society of persons with disabilities.

There are many types of barriers that persons with disabilities may experience, including physical barriers, information and communications barriers, and attitudinal barriers. Definitions and examples of each barrier type are outlined below to help people understand the experiences of persons with disabilities.

Physical barriers

Physical barriers exist when spaces are designed in ways that prevent or limit mobility or access.

For example:

- Hosting public events at a venue that is only accessible by stairs.
- Parking lots with no curb cuts that make it difficult to access sidewalks.
- Washrooms that lack accessible stalls or automatic door openers.

Information and communications barriers

Information and communications barriers exist when information or material is shared in a way that is not accessible to all people.

For example:

- Using small print that is hard to read.
- Websites and documents that are not accessible for screen readers.
- Videos that do not have closed captioning options.

Attitudinal barriers

Attitudinal barriers exist when people act or think based on false assumptions.

For example:

- Making assumptions about a person's ability to communicate or do things for themselves.

- Avoiding a person with a disability for fear of offending them.

Accessibility goals and actions

This plan covers four priority areas: built environment, information and communications, attitudinal barriers and employment. Each section below states the goal and the corresponding actions that CIC will take over the next three years to remove accessibility barriers that people with disabilities experience. Taking a one-team approach, an implementation committee will be formed and will work together to complete the actions outlined in this plan and raise awareness about accessibility within CIC.

1. Priority area: built environment

CIC recognizes that accessible buildings are an important part of improving the accessibility of our services.

Goal 1 - Ensure safe and accessible exterior access

Actions for 2026-29:

- Complete an accessibility assessment of the exterior of CIC's office building in partnership with the property managers and other tenants.

Goal 2 - Provide a barrier-free building

Actions for 2026-29:

- Complete an accessibility assessment of the interior of CIC's office building in partnership with the property managers and other tenants.

2. Priority area: information and communications

As individuals access information through digital platforms like websites, it is important to make sure that digital content is understandable and accessible on the devices that people use.

Goal 3 – Ensure all CIC information is easy to read, understand and accessible in multiple formats when requested

Actions for 2026-29:

- Enhance the accessibility of CIC's website to ensure users can effectively access information.

3. Priority area: attitudinal barriers

Increasing employee awareness about accessibility and understanding the importance of inclusion are key to improving employee experience and the quality of services provided to all individuals, including persons with disabilities.

Goal 4 – Improve employee knowledge and awareness of accessibility

Actions for 2026-29:

- Develop accessibility-focused training for CIC employees to increase awareness, reduce stigma and foster a more inclusive work environment.
- Continue to promote self-declaration to foster support, community and reduce stigma around disabilities.
- Encourage participation in the Government of Saskatchewan disAbility Inclusion Network which provides supports, networking opportunities and education about disability.

4. Priority area: employment

CIC recognizes the importance of fostering an inclusive environment for all employees and candidates that apply to work with CIC.

Goal 5 – Ensure equitable access to employment opportunities, accommodations and benefits for all employees

Actions for 2026-29:

- Review CIC's Policy Manual to ensure policies are fair, free from employment barriers and support an inclusive workplace.
- Ensure CIC's workplace accommodation processes are up to date, communicated and accessible to all employees.
- Review CIC's self-declaration process to identify opportunities for improvement.

- Ensure job applicants can identify disabilities and provide information on their accommodation needs.
- Provide accessible interview options to candidates that request accommodation including virtual, captioned or alternate format options.
- Continue to monitor employee support offerings, including benefits access and coverage.

Reporting

CIC will report annually on the actions outlined in the accessibility plan.

The report is available on the CIC website.

Conclusion

CIC is committed to continuous improvement and accountability and will continue to learn, adapt and act on feedback. By 2029, our goal is to ensure accessibility is an integral part of how CIC operates and serves the people of Saskatchewan by having stronger accessibility practices, more inclusive communications and a workplace where everyone feels welcome and supported.

Contact us

Please email accessibility@cicorp.sk.ca or call 306-787-0135 to share any feedback, questions or comments you have on our accessibility plan, or to request an alternate format of this document.