



Accessibility Plan

About us - JBM Logistics

Incorporated in 1996, J.B.M. Logistics is a Saskatchewan based carrier specializing in temperature controlled and dry van freight operating throughout the 48 contiguous United States and all of Canada. We provide a variety of solutions for all transportation needs. JBM Logistics prides itself on supplying cost effective, safe and efficient services for our customers.

The Accessible Canada Act

The ACA is a federal law that was introduced in Parliament on June 20, 2018 as Bill C-81 with the objective of ensuring a barrier-free Canada to all persons, including persons with impairments (physical, mental, intellectual, cognitive, learning, communicative, sensory or functional limitations).

Accessibility Statement

At J.B.M. Logistics we are committed to provide a barrier free environment for all persons with whom we are engaged with in the normal course of our operations. This includes (but not limited to) all staff, employees, business partners, customers, suppliers and visitors.

We will endeavour to identify and remove barriers that impact all categories of accessibility, and we will work towards prevention of new barriers. We recognize that some barriers are easier to identify, whereas some barriers may not be so obvious to persons without similar disabilities. With that knowledge, we will continue to consult with persons of disabilities and with the SaskAbilities Council to guide us in identification of these barriers, and of this Accessibility Plan. We also recognize the importance of adaptability when presented with previously unrecognized accessibility barriers, and we will strive to take action towards the elimination of those barriers.

Definitions:

Accessibility: Refers to the needs of persons with disabilities being intentionally and thoughtfully considered when products, services and facilities are built or modified so they can be used and enjoyed by all.

Barrier: The Accessible Canada Act defines a barrier as “anything—including anything physical, architectural, technological or attitudinal, anything that is based on information or communications or anything that is the result of a policy or a practice—that hinders the full and equal participation in society of persons with an impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment or a functional limitation.”

Disability: The Accessible Canada Act defines a disability as “any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment—or a functional limitation— whether permanent, temporary or episodic in nature, or evident or not, that, interaction with a barrier, hinders a person’s full and equal participation in society.”

Employment

J.B.M. Logistics is an equal opportunity employer, and has been since our incorporation in April of 1996. We commit to employing persons of all backgrounds with or without barriers. These barriers include (but not limited to) persons with disabilities, minorities, religion, ethnicity, sexual orientation and age.

We apply this commitment to all current staff and employees, as well as all future job applicants. When considering new applicants, only a person's qualifications, skills and experience will be factors in determining employment opportunities, without regard to the aforementioned. When conducting performance reviews of current employees and staff, we commit to only consider factors that pertain to the performance of their duties.

We commit to continuously seek to identify barriers to employment and to promote inclusivity. When identified, we commit to take action to develop policy, processes and procedures to overcome those barriers. This commitment is applied to both current and future employees of J.B.M. Logistics.

The Built Environment

J.B.M. Logistics is located at 875 – 58th St East, Saskatoon, Sk. The building is currently accessible to staff, employees and visitors with disabilities. This includes washrooms, kitchen and lunchroom facilities. The building consists of two levels with administrative office space located in both areas, with the upper level not accessible to persons with advanced mobility issues. The upper level is a restricted area to staff only. We are able to accommodate any future employees with identified accessibility issues with working space on the main level administrative offices.

Communication

Currently we provide a large variety of methods of acceptable communication with our company by all persons. These include telephone, email, fax, text, teleconference and proprietary electronic communication devices between corporate owned units and head office. Upon request, we will endeavor to provide alternative communication methods.

Information and Communication Technology

We recognize the barriers for persons with disabilities to correspond with us, or to be employed in administrative roles within our organization (for example: visually or hearing impaired). We commit to reducing or eliminating this barrier wherever possible with appropriate accommodations. When identified, we will deploy existing technology or provide alternative formats of communication, such as (but not limited to):

- large print text
- audio formats
- visual formats
- high colour contrast
- Microsoft's platform of Accessibility features
- Teleconference platforms

Procurement of Goods and Services

The majority of the goods and services sourced in our daily operations come from third-party vendors either OTR or locally provided (for example, fuel, parts, equipment, office supplies, ect.). When considering goods and services, we will observe and determine if the procurement of those items will require considerations of accessibility barriers (for example, office equipment). Once identified, we will consider and give priority to the best options for procurement of goods and services that are barrier-free.

Programs and Services

J.B.M. Logistics operates as a truckload carrier in Canada and the United States, delivering freight throughout the supply chain. As such, programs and services would be more applicable to current and future prospective staff members as opposed to our clientele physical locations. For employees, primarily we engage the services of a 3rd party in the delivery of training modules. The 3rd party is a well known and widely used industry leader as a provider of Transportation related training subjects. Their platform is accessible with both audio and visual training, complete with subtitles and in multiple languages. With regards to communications for the delivery of programs and services to our current and future staff, (and to our clients) we currently deploy a variety of methods including (but not limited to) electronic, in-person, video conferencing, print, and for our driving staff we provide proprietary telecommunications devices in all our equipment.

Transportation

J.B.M. Logistics as a provider of transportation services of only goods and products in the supply chain, we do not provide transportation services for people/passengers. As we do not coordinate a transportation system as defined in the Accessible Canada Act, transportation is not considered in the scope of this plan.

Consultations

During the development of this plan, we surveyed our current staff and employees. We could not identify any persons with us that had a declared disability who was hindered in their roles by barriers in the workplace. We then contacted the Saskabilites council in Saskatchewan to provide helpful insight into bringing awareness to possible barriers in our workplace.

Feedback

We are committed to remaining open to communications from all persons regarding our Accessibility Plan. For comments or inquires, please contact:

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