



## Accessibility Statement and Plan for Employment (Canada)

CIBC is committed to meeting the accessibility needs of persons with disabilities in a timely manner, consistent with the principles of dignity, independence, integration and equal opportunity.

This Accessibility Statement and Plan for Employment<sup>1</sup> sets out CIBC's commitment and strategy to remove barriers to accessibility in employment, and to encourage the full inclusion of persons with disabilities at CIBC.

### Accessible format

This Accessibility Statement and Plan for Employment is available in an accessible format upon request.

### Employment standards

#### Recruitment

CIBC is committed to ensuring that reasonable accommodations are made available to persons with disabilities during the recruitment, assessment and selection processes and, in consultation with job applicants, provides reasonable accommodations upon request. In particular, CIBC:

- notifies job applicants about the availability of accommodations during the recruitment, assessment and selection processes;
- consults with job applicants to ensure reasonable accommodations are provided, taking into account individual accessibility needs; and
- notifies successful job applicants about its policies for supporting employees with disabilities (including policies for accommodating employees with disabilities).
- CIBC will continue to ensure that reasonable accommodations are made available to persons with disabilities during the recruitment, assessment and selection processes on an ongoing basis.

#### Employment

CIBC is committed to ensuring that reasonable accommodations are made available to employees with disabilities throughout the employment relationship. In particular, CIBC:

- informs employees of its policies for supporting employees with disabilities (including policies for accommodating employees with disabilities) as soon as practicable after commencing employment;
- notifies employees of any changes to existing policies for supporting employees with disabilities (including policies for accommodating employees with disabilities);
- provides accessible formats and/or communication supports to employees, upon request;
- consults with employees to determine the suitability of an accessible format and/or communication support;
- provides individualized workplace emergency response information to employees (or to any person designated to provide assistance to an employee) if necessary, and reviews this information as required;
- develops and documents individual accommodation plans for employees with disabilities;
- develops return to work processes for employees who have been absent from work due to disability, and require reasonable accommodations to return to work; and

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<sup>1</sup> CIBC reserves the right to interpret this Accessibility Statement and Plan for Employment in its sole discretion and to make changes as it deems appropriate from time to time without advance notice.

- considers the accessibility needs of employees with disabilities, and any individual accommodation plans, throughout the performance management, career development and advancement, and redeployment processes.

CIBC will continue to review its return to work and accommodation processes to ensure the development and documentation of individual accommodation plans for employees on an ongoing basis.

## **Training to employees and other persons**

CIBC is committed to ensuring that training is provided to employees and other persons, as may be required, on accessibility in employment and human rights as they pertain to persons with disabilities. In particular, CIBC currently provides training to all employees and other persons regarding respect in the workplace, including anti-discrimination and anti-harassment.