

# Connelly Communications

## 2025 Accessibility Progress Report

### General

#### Feedback Process:

The President of our company is responsible for receiving accessibility feedback by email, phone and mail. Feedback can be provided anonymously by phone or mail. We treat all feedback related to our accessibility plan anonymously.

email: robin@cjklfm.com

mail:

Connelly Communications

P.O. Box 430

Kirkland Lake, Ontario

P2N 3J4

attn: Rob Connelly

phone: weekdays 9am-4:30pm

705-567-3366

Feedback can be provided anonymously by any of the methods outlined above.

All feedback that is not provided anonymously will be acknowledged. Connelly Communications will ensure that the personal information of a person who provides feedback will remain confidential.

This Accessibility Plan is posted on our website(s) at:

[www.cjklfm.com/accessibility-plan](http://www.cjklfm.com/accessibility-plan)

[www.cjttfm.com/accessibility-plan](http://www.cjttfm.com/accessibility-plan)

#### Executive Summary:

The objective of the Accessible Canada Act is to make strides toward creating a barrier-free Canada by 2040. Connelly Communications published its Accessibility Plan, in compliance with the ACA and the Canadian Radio and Television Commission.

The plan outlines barriers to accessibility within our company, and actions to take to remove barriers in the priority areas identified under the ACA. We believe that addressing these obstacles is essential for our employees, as well as for our clients and radio listeners.

During the development of the initial Accessibility Plan and development of the progress report, Connelly communications has considered the following principles as outlined in Section 6 of the ACA:

- All persons must be treated with dignity regardless of their disabilities.
- All persons must have the same opportunity to make for themselves the lives that they are able and wish to have regardless of their disabilities.
- All persons must have barrier-free access to full and equal participation in society, regardless of their disabilities.
- All persons must have meaningful options and be free to make their own choices, with support if they desire, regardless of their disabilities.
- Policies, programs, services and structures must take into account the disabilities of persons, the different ways that persons interact with their environments and the multiple and intersecting forms of marginalization and discrimination faced by persons.
- Persons with disabilities must be involved in the development and design of policies, programs, services and structures.
- The development and revision of accessibility standards and the making of regulations must be done with the objective of achieving the highest level of accessibility for persons with disabilities.

### **Accessibility Summary:**

Connelly Communications is dedicated to treating all individuals in a way that upholds their dignity and independence. This commitment includes actively identifying, removing, and preventing barriers to accessibility for our employees, clients, and the audiences we serve.

We are committed to building an environment where individuals with disabilities are respected, supported, and empowered to succeed.

### **Addressing Areas Identified in the Accessible Canada Act:**

#### **Employment:**

barrier: lack of applications from persons with disabilities

actions: our company educates hiring managers on accessibility and how they can ensure a barrier-free hiring, selection and accommodation process.

#### **Built Environment:**

barrier: access to one of our studios is only available through the use of stairs and could impact people of disabilities.

actions: although our studios are closed to the public, we have placed a sign at the bottom of the stairs entering our building for anyone with accessibility issues to call a phone number to receive immediate assistance from staff.

In addition, we have made arrangements that anything guests or customers would do in studio or in our building can be done remotely.

**ICT Information & Communication Technologies:**

Due to the small size of our company, we do not have our own IT department and have not identified IT-related obstacles for people with disabilities.

actions: any required software will be introduced should it be required for any current or future employees with disabilities.

**Communication Other Than ICT:**

barrier: our company does not have a consistent process to ensure alternate formats of communication that it issues to employees.

actions: we will identify service providers who can create alternate formats when needed

**Procurement of Goods, Services & Facilities:**

barrier: our company's procurement procedures and practices do not take into consideration accessibility requirements.

actions: our company will include accessibility checks when buying goods and services as required

**Design & Delivery of Programs & Services:**

barrier: currently there is no standard approach for ensuring all programs, processes and services have taken accessibility into account

actions: our company will develop guidelines to consider accessibility issues when reviewing company policies, programs and services

**Transportation:**

Our company does not coordinate a transportation system as defined in the Accessible Canada Act and therefore that standards for transportation do not impact our company.

**Consultations:**

Our company gathered feedback from as staff as we developed an accessibility plan through 1 on 1 discussions.

In the summer of 2024, our company broadcast on-air messages requesting public input from people with disabilities to assist in the development of our accessibility plan. We did not receive any response to our request.

Following that, we reached out to multiple people working or living with people with disabilities asking for input, even if anonymous, but the only feedback we received was, as a radio station that the public does not ever go to in person, there wasn't anything specific that they, their clients or family could suggest.

Due to the limited amount of input and lack of responses to our request for public input, we relied on information posted online by other media companies and determined how any of their policies could be relatable to our company.

In addition, we reviewed material from:  
Alliance for Equality of Blind Canadians  
Canadian Association of the Deaf  
Canadian Foundation for Physically Disabled Persons  
Council of Canadians with Disabilities  
Inclusion Canada

**Feedback:**

A full description of our feedback process is available on our company's website. All feedback is carefully acknowledged, considered, and acted upon. From June 1, 2024, to May 31, 2025, Connelly Communications did not receive any feedback from our Accessibility Plan and outlined in our feedback process. Connelly Communications remains committed to addressing any feedback on accessibility that is brought to our attention and will take appropriate action to ensure ongoing improvements.

**Principles:**

During the preparation of our plan, as we made each decision, we took into account the principles outlined in Section 6 of the Accessible Canada Act:

- (a) all persons must be treated with dignity regardless of their disabilities
- (b) all persons must have the same opportunity to make for themselves the lives that they are able and wish to have regardless of their disabilities
- (c) all persons must have barrier-free access to full and equal participation in society, regardless of their disabilities
- (d) all persons must have meaningful options and be free to make their own choices, with support if they desire, regardless of their disabilities
- (e) laws, policies, programs, services and structures must take into account the disabilities of persons, the different ways that persons interact with their environments and the multiple and intersecting forms of marginalization and discrimination faced by persons
- (f) persons with disabilities must be involved in the development and design of laws, policies, programs, services and structures
- (g) the development and revision of accessibility standards and the making of regulations must be done with the objective of achieving the highest level of accessibility for persons with disabilities.

**Connelly Communications Accessibility Plan is available to the public on our websites:**

CJKL FM: <https://www.cjklfm.com/accessibility-plan>

CJTT FM: <https://www.cjttfm.com/accessibility-plan>

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