



CKRK K103-7 FM MOHAWK RADIO KAHNAWAKE ASSOCIATION

URL: <https://k1037.com/accessibility/>

1. General

Contact to receive feedback for CKRK Accessibility Plan:

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2. Executive Summary

CKRK K103.7FM is a community owned and operated non-profit radio station serving the Mohawk community of Kahnawake since March 31, 1981. Our goal is to be an information source for Kahnawakero:non and neighbouring communities, especially urban aboriginals in the Montreal area.

As a community station K1037 believes in supporting all aspects of community initiatives and events by donating to and promoting worthy causes, including to other communities who share the same goals and objectives of K1037.

K1037 supports and believes in the principles of the Accessibility Canada Act.

3. Accessibility Summary

The purpose of the Accessible Plan is to manage our ongoing processes of identifying and removing barriers to accessibility within our organization. We support the principles established by the Accessibility Canada Act and this is our plan to achieve the goals set out in the Act.

It is our commitment to ensure that all individuals are treated with dignity and respect regardless of their disability, and provide all individuals with the same equal opportunity.

4. Areas of Accessibility

a) Employment Practices

K1037 is an equal opportunity employer and does not discriminate against gender, nationality or physical abilities for individuals who meet the employment guidelines for each respective position. Should any barriers arise during the hiring process, K1037 will work to identify and eliminate any such barriers.

b) Environment

K1037 has strived to ensure that the work environment is fully accessible to both employees and visitors. Any barriers that are identified are promptly reported and rectified.

c) Communication and Information Technologies

To comply with our employment practices, K1037 will ensure that users of our communication and information technologies are able to provide feedback concerning any barriers that may be found. Steps to remedy any such situation will be implemented immediately.

d) Process to Procure Goods, Services and Facilities

When necessary, K1037 will seek to ensure that recommendations received from our clients and listeners is given due consideration in a timely manner.

e) Design and Delivery of our Programs and Advertising Services

As a community station, K1037 aims to satisfy its listeners and welcomes feedback and recommendations from its clients and listeners.

5. License Conditions under Part II of the Broadcasting Act

CKRK K103-7FM is a member of the Canadian Standards Broadcast Council. Adhering to established codes is an important ongoing role that broadcasters play in eliminating barriers that may be present in radio broadcasts.

We agree with the Commission's expectation that we should reflect the cultural diversity of Canada in our programming and employment practices. This is important to creating an atmosphere of acceptance with Accessibility matters.

In accordance with implementation of an employment equity policy, we note that the Commission encourages us to consider employment equity issues in our hiring practices and in all other aspects of its management of human resources.

6. Provisions of Any Order Made under Subsection 9(4) of the Broadcasting Act.

To our knowledge, there are no provisions of any order made under subsection Subsection 9(4) of the Broadcasting Act at this time.

7. Provisions of Any Order Made under Subsection 10(1) of the Broadcasting Act.
To our knowledge, there are no provisions of any order made under subsection Subsection 10(1) of the Broadcasting Act at this time.

8. Consultations

When necessary, discussions about barriers to any aspect of the Accessibility act is discussed with the Board of Directors and actions to remedy all situations are applied. Such issues could be raised by staff, clients or listeners through our website.

9. Feedback

K1037 can receive feedback from multiple sources, including by telephone at 450-632-1037, by email at admin@k103radio.com, or through social media and our website. All feedback provided will remain anonymous and confidential (unless otherwise specified).

Feedback should be sent to the attention of the Director of Operations (see Clause 1). Receipt of all feedback (other than from anonymous sources) will be acknowledged.

10. Budget and Resources

Costs associated with correcting any barriers will be absorbed by K1037 or its building management group.

11. Training

Training is an ongoing initiative at K1037 in all facets related to employment and client/customer service.