

Employment Accessibility

Canadian Western Bank Financial Group

CWB Financial Group is committed to being an equitable employer and providing an inclusive environment for a diverse workforce. Our employment policies, practices, and measures reflect our belief in principles of dignity, independence, integration, and equal opportunity for people with disabilities. We aim to prevent and remove barriers in our workplace. If a barrier cannot be removed, we seek to provide reasonable accommodations to affected individuals.

Recruitment and Employment

CWB Financial Group is committed to providing an inclusive and barrier-free work environment and will work with employees to explore accommodation for those with disabilities. During recruitment, we include information on all position postings that reasonable accommodations are available during the selection process. We also inform applicants about workplace accommodation policies and practices when making an offer of employment. We embrace our responsibility to provide a barrier-free work environment and equitable employment opportunities for all employees.

Communication

CWB Financial Group is committed to providing workplace information, including policies, standards, procedures, and changes or updates, in an accessible format and with communication supports upon request (to individuals through the recruiting and employment phase). We also provide individualized emergency response information to employees with disabilities (or, with the employee's permission, to any person designated to assist them) when we are aware they may need accommodation in an emergency. We review this information as required.

Accommodation Plans

At CWB Financial Group, accommodating people with disabilities is an important part of our commitment to an inclusive, supportive, and accessible workplace. We develop and implement individual plans for employees with disabilities that request them. We consider accommodations to remove a barrier that may affect an employee's performance and opportunity for training and development. We work to ensure employees receive the support and resources they need to succeed at work.

Return to Work Process

CWB Financial Group supports employees who have been absent from work due to a disability and require disability-related accommodations to return to work by developing return-to-work plans.

Training

We offer training to all employees on accessible employment and related legislation upon hire and annually or more frequently due to legislation changes. Additional training is provided to employees in roles specific to the recruitment and selection of employees. Training programs are reviewed annually, and updated as necessary.

CWB Financial Group is committed to treating all people including our clients, employees and applicants in a way that allows them to maintain their independence and dignity. Believing that inclusion has power, we strive to create an accessible environment for all, including people with disabilities.