

# **Arctic Radio (1982) Limited Accessibility Plan Progress Report**

## **1. General**

Contact to receive feedback for the Arctic Radio (1982) Ltd Accessibility Plan:

Tom O'Brien  
President

Arctic Radio (1982) Ltd  
103 Cree Road  
Thompson, MB  
R8N 0B9

Direct telephone:204-778-8177  
Email: [feedback@arcticradio.ca](mailto:feedback@arcticradio.ca)

## **2. Overview**

Arctic Radio (1982) Ltd (hereafter referred to as Arctic Radio) is a private radio company in northern Manitoba operating 3 radio stations located in Flin Flon, The Pas and Thompson. We also operate a community portal in each community. Similar to many broadcasting companies we believe it is in our interests to improve, strengthen and sustain our local communities and surrounding areas.

Arctic Radio works with local charities and organizations that provide support to persons with accessibility challenges. This work includes free air-time, radio interviews, and news coverage of fundraising initiative by these organizations.

Arctic Radio is also committed to making our workplace and our activities and services accessible to all people. We understand that people are the experts in their own experience and accessibility. We commit to listening to people who have disabilities and to work to improve accessibility.

Arctic Radio supports and believes in the principles of the Accessible Canada Act

## **3. Areas of Accessibility**

Arctic Radio is committed to providing barrier-free access to all Canadians who interact with our services or seek employment with our company.

This includes:

1. Reviewing our physical locations with the goal of exploring how access and exit can be improved for persons with disabilities to independently access our facilities.
2. To review our methods of company communications and research ways to improve the accessibility of the material by persons with disabilities.
3. To provide feedback mechanisms for improvements to our company communication platforms that would provide more accessibility to people with disabilities.
4. To review and encourage feedback from applicants as part of our job posting protocol to ensure that there are steps taken to eliminate barriers for people with disabilities in applying for available positions.
5. To provide appropriate training to all our staff about accessibility.
6. To review our community portals with the goal of making them more accessible for people with disabilities. In March 2026, Arctic Radio added the accessiBe Web Accessibility feature to all our websites to better serve visitors to the sites and to accommodate a variety of disabilities. The accessible feature provides a number of accessibility profiles, content and colour adjustments, as well as orientation adjustments to provide an individualized experience for each website visitor.

### **3.1 Built Environment**

Arctic Radio works out of buildings that are 50+ years old. As such there are physical barriers. New office construction has been limited in our communities and built for specific tenants like government. As such, alternate options are limited.

Arctic Radio is committed to preventing further barriers in our work places and to work to improve or eliminate the barriers that currently exist.

### **3.2 Our Employment Practices**

Arctic Radio has made individuals involved in hiring aware of our commitment to the Accessible Canada Act. We have also provided direction of fair selection practices to our hiring managers. In addition, future job postings will include the statement that “Arctic Radio (1982) Ltd is committed to an equitable and fair work environment and welcomes applications from all qualified people.”

Arctic Radio will work to identify and understand employment barriers through feedback and by asking for input from people in our communities who have disabilities. Timelines will be established when barriers are identified.

### **3.3 Information and Communications Technologies**

Arctic Radio uses the following technologies:

- \*Community portals
- \*Social Media platforms
- \*Internal communication platforms

We will seek input from our staff, listeners and clients with the goal of indentifying barriers and striving to mitigate or eliminate those barriers. Timelines will be established when barriers are identified.

### **3.4 Communication other than Information and Communications Technologies**

Arctic Radio will work to provide public documents in alternative formats. We will seek input from our staff, listeners and those in the community working with persons with disabilities with the goal of indentifying barriers and striving to mitigate or eliminate those barriers. Timelines will be established when barriers are identified.

### **3.5 Procurement of Goods and Services**

Arctic Radio will review and / or develop procurement policies so that accessibility is considered when making purchases. When barriers are identified we will try to mitigate or eliminate those barriers.

### **3.6 Design and Delivery of our Programs and Advertising Services**

Arctic Radio will seek input from our staff, listeners, clients and those in the community working with persons with disabilities with the goal of indentifying barriers and striving to mitigate or eliminate those barriers. Timelines will be established when barriers are identified.

### **3.7 Transportation**

Arctic Radio does not provide transportation services.

### **4.0 License Conditions Under Part II of the Broadcasting Act**

Arctic Radio is committed to adhering to the established codes of the Canadian Standards Broadcast Council and regard these as important to eliminate barriers that may be present in our radio services.

Arctic Radio is also committed to reflecting the diversity of our communities in our programming and employment practices.

## **5.0 Consultations**

Arctic Radio will work to improve our consultations with groups that work with people with disabilities.

We will encourage our staff to share their experiences concerning barriers in our practices and buildings and to share feedback they have received from others.

We will seek input from the general community through our community portals by posting our Accessibility Plan and seeking feedback from the following ways:

\*A feedback form on our websites. Anonymous feedback will be possible.

\*By calling our main switchboards at our radio stations

\*By email at [feedback@arcticradio.ca](mailto:feedback@arcticradio.ca)

\*By mail to

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\*By other methods that are identified and deemed appropriate.

## **6.0 Budget and Resources**

Budget and resources will be made available as required to identify and eliminate barriers.

Our radio stations will continue to provide radio promotional support to local organizations and events that work to overcome accessibility challenges.

We will continue to make donations to community charity organizations that support persons with accessibility challenges.

## **7.0 Training**

Arctic Radio will hold staff training sessions related to employment equity issues including mental health awareness and employment barriers that persons in equity categories face.

We view staff awareness and a positive company culture related to these matters as very important. We will do training from time to time when we see opportunities to train.

This will include in-person sessions and on-line sessions {via zoom for example) on important topics- based on needs identified by our Accessibility Committee.

May 14, 2026