

**BWXT Nuclear Energy Canada  
Accessibility Policies and Accessibility Plan;  
Progress Report – June 2025**

**General**

- This is our first annual progress report under the **Accessible Canada Act**. It outlines our efforts from June 1, 2024, to May 31, 2025, to implement the commitments in our Accessibility Plan.
- We remain committed to identifying, removing, and preventing barriers to accessibility in our workplace and operations under the Accessible Canada Act (ACA) and the Accessible Canada Regulations (ACR).

**How to request alternate formats**

You can use the contact information listed below to ask us for a copy of our feedback process description, or our progress report in these **alternate formats**: print, large print, Braille, audio or an electronic format that is compatible with adaptive technology that is intended to assist persons with disabilities. We will provide the format you ask for as soon as possible. Braille and audio formats may take up to 45 days. Print, large print and electronic formats may take up to 15 days.

**Contact us:**

- Email: [njilesen@bwxt.com](mailto:njilesen@bwxt.com)
- Phone: 705-536-3417
- Mail: 1160 Monaghan Rd, Peterborough, Ontario, K9J0A8

**Feedback**

BWXT has a designated accessibility representative. The representative is designated to receive feedback relating to accessibility and accessibility barriers on behalf of BWXT. Feedback is accepted at all times from employees, and the public, and will be used to help develop and strengthen our accessibility plan.

BWXT's Designated Accessibility Representative is as follows:

*Nicole Jilesen*

*HR Manager*

You can provide feedback and/or communicate with BWXT and the Designated Accessibility Representative in any of the following manners:

*Mail:* 1160 Monaghan Road, Peterborough, ON K9J 0A8

*Telephone:* 705-536-3417

*E-mail:* [njilesen@bwxt.com](mailto:njilesen@bwxt.com)

## **Consultations**

As part of developing BWXT's Accessibility Plan, BWXT engaged in consultations with its employees. In particular, BWXT sought feedback from employees who had identified as a person with disabilities regarding its operations in order to identify remove, and prevent accessibility barriers. Feedback was sought through a survey and consultative meetings were to follow as required. Feedback was also sought from business partners who were responsible in the management of the applicable areas of accessibility.

BWXT received minimal response to the survey receiving only one response. The Consulting Partner identified no accessibility barriers at BWXT based on their disability. Business partners were supportive of BWXT's commitment to comply with the ACA and as part of standard practice of their were taking into consideration the needs of persons with disabilities and on request.

By June 2026, BWXT plans to consult with different groups for additional feedback on our accessibility and progress based on our plan. We will consult with individuals with disabilities, accessibility organizations, and disability experts.

## **Areas in [section 5 of the Accessible Canada Act \(ACA\)](#)**

### **Employment**

No barriers were identified in Employment, however, we have made the following progress in meeting our goals as outlined in our Federal Accessibility plan:

**Goal 1: Informing Employees of Supports and General Provision of Accessible Formats and Communications Supports**

**Progress Update:**

Candidates and employees are made aware of the BWXT's accessibility commitment in the job posting, and all interview invites. If candidates need to request an accommodation throughout the recruitment process, or when they are hired, they have the required information to do so. This text was included within 3 months of publishing the accessibility plan.

**The built environment**

While BWXT has no current plans to engage in new construction or significant redevelopment of its facilities at present, BWXT will meet the ACA for all built environment obligations should any such construction take place in the future.

BWXT will put procedures in place to prevent service disruption to its accessible parts of public spaces. In the event of a service disruption, BWXT will notify the public of the service disruption and alternatives available.

**Information and communication technologies**

No barriers were identified in Information and communication technologies, however, we have made the following progress in meeting our goals as outlined in our Federal Accessibility plan:

**Goal 1:** BWXT will work toward making any Canadian-based websites and web content conform with the World Wide Consortium Web Content Accessibility Guidelines (WCAG 2.0) Level AA. Furthermore, BWXT will take reasonable steps to ensure that all new Canadian-based websites controlled by BWXT, and web content on those sites, will conform with the World Wide Consortium Web Content Accessibility Guidelines (WCAG 2.0) Level AA, except where meeting the requirement is not practicable.

**Progress Update:** BWXT's website has been compliant and has exceeded the World Wide Consortium Web Content Accessibility Guidelines (WCAG 2.0) Level AA since June 2024. All new Canadian based websites controlled by BWXT have met these standards since June 2024.

### **Communication, other than information and communication technologies**

No barriers were identified in Communication, other than information and communication technologies, however, we have made the following progress in meeting our goals as outlined in our Federal Accessibility plan:

#### **Goal 1: Feedback, Accessible Formats and Communication Supports**

##### **Progress Update:**

- BWXT will continue to:
- ensure that existing and new processes for receiving and responding to feedback are accessible to deaf persons in Canada by providing or arranging for the provision of accessible formats and communication supports, upon request and in a timely manner;
- more broadly, as a general principle where accessible formats and communication supports for deaf persons in Canada are requested:
  - provide or arrange for the provision of such accessible formats and communication supports;
  - consult with the person making the request to determine the suitability of the accessible format or communication support;
  - provide or arrange for the provision of accessible formats and communication supports in a timely manner that takes into account the person's accessibility needs due to disability, and at a cost no more than the regular cost charged to other persons; and

BWXT's public website offers accessible access. Contact information is available, should need to request information in a different format.

### **The procurement of goods, services and facilities**

BWXT will continue to follow standard procurement practices in procurement of all its goods, services and facilities, which includes meeting general accessibility standards. On request and in consultation, BWXT will procure goods specific to persons with disabilities within government regulations.

### **The design and delivery of programs and services**

No barriers were identified in the design and delivery of programs and services, however, we have made the following progress in meeting our goals as outlined in our Federal Accessibility plan:

Goal 1: All employees to complete accessibility awareness training.

Progress Update: BWXT is continuing develop accessibility training course for all employees in accordance to the ACA to support accessibility awareness and BWXT's commitment in identifying, removing and preventing barriers to persons with disabilities. Completion of this training will be tracked and audited for compliance. All current employees will be required to complete ACA training and new employees will be assigned this training for completion as part of their training requirements when hired.

This training will include content on communication with people with disabilities, becoming familiar with assistive devices, and the use of service animals and support persons.

*Compliance Date: June 2026*

Goal 1: Post notices of temporary disruptions

Progress Update: BWXT posts internal notices of any temporary disruptions in formats that are accessible to everyone. These notices include dates, contact information, and guidance if applicable.

### **Transportation**

***The area of Transportation is not applicable to BWXT.***

### **Conclusion**

Our organization remains committed to advancing accessibility and inclusion. We will continue to monitor and measure our progress to ensure that we meet the remaining goals outlined in our accessibility plan and effectively address or prevent the barriers that were identified.

We actively encourage feedback from our employees. This input is invaluable and will be used to guide the full implementation of our accessibility plan. All feedback received will be carefully reviewed, evaluated, and addressed in a timely and appropriate manner, ensuring that it contributes meaningfully to our ongoing efforts.

Looking ahead, we will publish another progress report detailing the implementation of our current accessibility plan. This report will inform the development of our accessibility plan, reinforcing our dedication to continuous improvement and accountability in accessibility.