

***Accessibility for Ontarians with Disabilities Act (“AODA”)
What’s Coming Down the Pipe?***

As of **January 1, 2016** every private sector organization will have new obligations under the Integrated Accessibility Standards (“IAS”) of the AODA.

Small Organizations (fewer than 50 employees in Ontario) are required to:

Training

- Ensure training on the IAS and *Human Rights Code* is provided to:
 - (a) employees and volunteers
 - (b) persons involved in developing policies
 - (c) persons who provide goods, services or facilities on the organization’s behalf

Accessible Feedback

- Ensure existing processes for receiving and responding to feedback from employees, the public and clients are accessible to persons with disabilities

Large Organizations (50 or more employees in Ontario) are required to:

Accessible Formats and Communication Support

- Upon request, make information accessible by providing or arranging accessible formats and/or communication supports

Recruitment/Assessment/Selection

- Notify employees, public, and applicants about accommodation during recruitment
- Upon request, provide and arrange accommodation in consultation with persons with disabilities
- Inform successful applicants about policies for accommodation

Accommodation during employment

- Advise employees of policies that support employees with disabilities
- Upon request make accessible information (a) required to perform the job; and (b) generally available in the workplace
- Establish a written process for the development of individual accommodation and return to work plans
- Take into account accessibility needs of employees regarding:
 - (a) performance management
 - (b) career development and advancement
 - (c) re-deployment

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