

ITAC HR FORUM

March 19, 2014

The Accessibility for Ontarians with Disabilities Act, 2005 in 2014 - 2015

Anneli LeGault

Recap (Organizations with 50 or more employees in Ontario)

January 1, 2012

Employment Standard

- individualized emergency response information

January 1, 2012

Customer Service Standard

- policies and practices, use of assistive devices and service animals
- communications
- training of staff, volunteers, contractors who interact with public

December 31, 2012

Compliance report on ServiceOntario website

What is due January 1, 2014?

General Standards

- Statement of Organizational Commitment
- Policies on accessibility
- Multi-year accessibility plan

What is due January 1, 2014?

Information & Communications Standard

- New Internet websites or significant refresh to conform to WCAG 2.0 Level A

What is due January 1, 2015?

General Standards

- train employees, volunteers, third parties, those who develop your policies on AODA and Human Rights Code

Information & Communications Standard- if you have a feedback process, need accessible formats and communication supports

What is due January 1, 2016?

Employment Standard (Recruitment)

- notice of accommodation for applicants
- consultation with applicants
- notice of accommodation policies in offers of employment

What is due January 1, 2016?

Employment Standard (Employees)

- inform employees of policies
- consult with employees
- communication supports
- individual accommodation plans
- return to work process
- performance management, career development, redeployment

Penalties for non-compliance, including failure to file an accessibility report

- Inspections
- Order to comply
- Failure to comply —————> administrative penalties \$500 - \$15,000
- Criminal prosecution

Ministry of Community & Social Services

License Appeal Tribunal

A peek at the future – the Customer Service Standard revisited

- proposed changes for a new Customer Service Standard
- websites
- the built environment
- Manitoba

Thank you

DENTONS

Saba Zia

saba.zia@dentons.com

416 367 6832

Anneli LeGault

anneli.legault@dentons.com

416 863 4450