

Final Regulations: Integrated Accessibility Standards

Presented by:

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Goal

- Increase awareness of the final Integrated Accessibility Standards Regulations
- Outline responsibilities for the AODA Committee

Three Areas of Accessibility

1. Information and Communication Standards
2. Employment Standards
3. Transportation

General Standards

- Establishing Accessibility Policies
 1. Multi-year accessibility plan
 2. Updated annually
- Any goods, services or facilities, procured or acquired, needs to incorporate accessibility criteria and features
- Ensuring self-serve kiosks are accessible
- Provide training on the Integrated Accessibility Standards and the Human Rights Code

Information and Communication Standards

- Feedback
- Accessible Formats and Communication Supports
- Emergency Procedure, Plans, or Public Safety Information
- Accessible Websites and Web Content
- Educational and Training Resources and Materials
- Training to Educators
 - 1. Accessibility Awareness Training
- Producers of Educational or Training Material

Employment Standards

- Recruitment, assessment, selection process
- Informing employees of accommodation policies
- Workplace emergency response information
- Documented individual accommodation plans
- Return to work process
- Performance management
- Career development and advancement
- Redeployment

Transportation

- Providing accessible vehicles or equivalent services upon request
- Ensuring the driver has knowledge of supporting persons with disabilities

Compliance

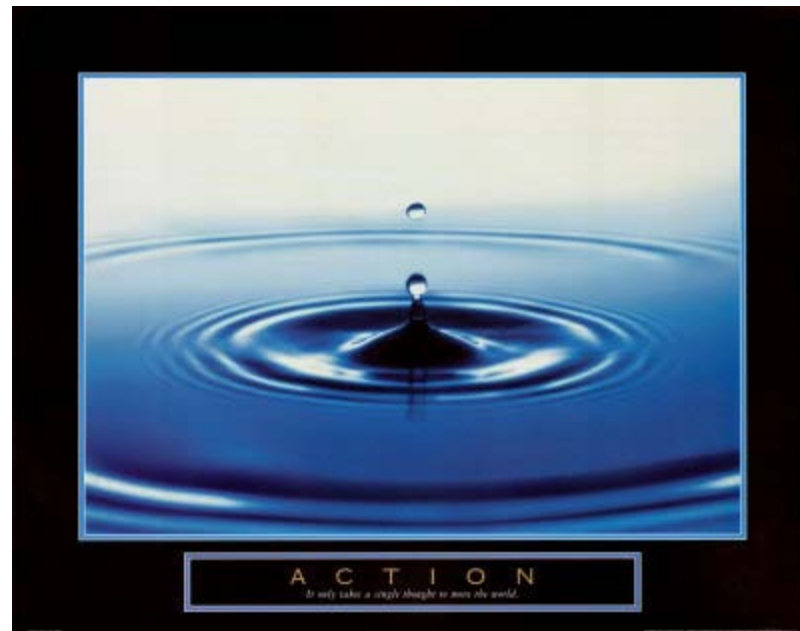
- Severity of the contravention
- Contravention history
- Nature of the organization
- Penalties will range from \$500 for a minor offence to \$15,000 for a major offence
- In cases where the contravention is major and the contravention history is also major, the maximum daily penalty could be up to \$100,000

Committee Responsibilities

Accessibility Plan

- ❑ HR&D will develop Accessibility Plan (AP)
- ❑ AODA Committee will review AP and provide feedback

Questions and Answers



Thank You

This document is available in alternate format upon request