

**ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT, 2005**

**INTEGRATED ACCESSIBILITY STANDARDS – Multi Year Plan for CMHA/Peel**

**Part I – GENERAL REQUIREMENTS**

Section	Initiative	Description	Action	Who is responsible	Status	Compliance Date
3	Establishment of Accessibility Policies	3.(1) Every obligated organization shall develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements under the accessibility standards referred to in this Regulation.	Attended Multi year plan workshop- April 24, 2013	HR Manager	Complete	January 1, 2014
			Policy and plan drafted	HR Manager	Complete	
			Pending approval			
			Set up AODA Steering Committee	Management team	Complete	
4	Accessibility Plans	4.(1) Large organizations shall,  a) establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization’s strategy to prevent and remove barriers and meet its requirements under this Regulation;  b) post the accessibility plan on their website, if any, and provide the plan in an accessible format upon request; and  c) review and update the accessibility plan at least once every five years.	AODA Steering Committee to explore barriers within each departments	HR Manager	Complete	January 1, 2014
			Post Plan draft on website; Web Site provider and IT to be informed by (timeline)	HR Manager	Complete	
			Steering Committee to review along with all Policy review every 3 years, as per CMHA/Peel Strategy team policy			

6	Self-Serve Kiosks	6.(2) Large organizations and small organizations shall have regard to the accessibility for persons with disabilities when designing, procuring or acquiring self-service kiosks.	Not applicable at present			January 1, 2014
7	Training	7.(1) Every obligated organization shall ensure that training is provided on the requirements of the accessibility standards referred to in this Regulation and on the Human Rights Code as it pertains to persons with disabilities to, (a) all employees, and volunteers; (b) all persons who participate in developing the organization's policies; and (c) all other persons who provide goods, services or facilities on behalf of the organization.	Training to be provided to all staff, volunteers and contractors (via on line training workshop) by April 2014.  Consultants, psychiatrists and temp staff (via written policy and procedure) by October 2014	HR manager	Complete  Complete	January 1, 2015

**PART II – Information and Communications Standards**

Section	Initiative	Description	Action	Who is responsible	Status	Compliance Date
11	Feedback	11.(1) Every obligated organization that has processes for receiving and responding to feedback shall ensure that the processes are accessible to persons with disabilities by providing or arranging for accessible formats and communications supports, upon request.	Ensure that the feedback forms on the website and hard copies at reception can be provided in alternate accessible formats, upon request. Eg reading out loud, larger font, digital copy, hard copy	Management team	Complete	January 1, 2015
			Review all internal and external feedback mechanisms eg staff surveys and client surveys	Executive Office	Complete	
			Ensure Internal and external feedback communications are accessible in an accessible format, upon request. Eg reading out loud, larger font, digital copy, hard copy	Management team	Complete upon request	
12	Accessible Formats & Communication Supports	12.(1) Except as otherwise provided, every obligated organization shall upon request provide or arrange for the provision of accessible formats and communication supports for persons with disabilities, a) in a timely manner that takes into account the person’s accessibility needs due to disability; and b) at a cost that is no more than the regular cost charged to other persons.	Ensure that Internal documents such as policies, procedures, forms etc are available to staff upon request, in an alternate accessible format. Eg reading out loud, larger font, digital copy, hard copy  Source options and vendors for assistive devices and braille options, so that we can rent them in a timely		Complete	January 1, 2016

			<p>basis, if requested by a client or member of the public.</p> <p>Ensure that we inform persons that we will absorb all costs for these supports.</p>			
12		12.(2) The obligated organization shall consult with the person making the request in determining the suitability of an accessible format or communication support.	Ensure a process to document meeting and discussion with anyone who requests an accessible format or communication support. This includes staff and clients.		Complete	January 1, 2016
12		12.(3) Every obligated organization shall notify the public about the availability of accessible formats and communication supports.	<p>Ensure this is posted on website and at each reception site</p> <p>Post this notice at the bottom of our email communications.</p>		Complete	January 1, 2016

13	Emergency Procedures, Plans or Public Safety Info	13.(1) In addition to its obligations under section 12, if an obligated organization prepares emergency procedures, plans or public safety information and makes the information available to the public, the obligated organization shall provide the information in an accessible format or with appropriate communication supports, as soon as practicable, upon request.	Reference compliance guidelines to ensure this applies to our organization  If applicable, ensure that all public safety plans and information will be provided in an accessible format or with appropriate communication supports, within a reasonable time frame, upon request. Eg. Have written pamphlet that talks about emergency evacuation or lockdown.	Building Management and HR / Health & Safety Committee	Complete	January 1, 2012
14	Accessible Websites & Web Content	14.(2) Designated public sector organizations and large organizations shall make their internet websites and web content conform with the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG)2.0, initially at Level A and increasing to Level AA, and shall do so in accordance with the schedule set out in this section.	Website to be compliant as per legislation  Web site designer and web site provider to liaise.	Communications Manager	Complete	<p><b>January 1, 2014</b> New internet websites and web content on those sites must conform with WCAG 2.0 Level A.</p> <p><b>January 1, 2021</b> All internet websites and web content must conform with WCAG 2.0 Level AA, other than,</p> <ul style="list-style-type: none"> <li>• success criteria 1.2.4 Captions (Live)</li> <li>• success criteria 1.2.5 Audio Descriptions (Pre-recorded).</li> </ul>

15	Educational & Training Resources & Materials	<p>15(1) Every obligated organization that is an educational or training institution shall do the following, if notification of need is given:</p> <ol style="list-style-type: none"> <li>1. Provide educational or training resources or materials in an accessible format that takes into account the accessibility needs due to a disability of the person with a disability to whom the material is to be provided by, <ol style="list-style-type: none"> <li>i. procuring through purchase or obtaining by other means an accessible or conversion ready electronic format of educational or training resources or materials, where available, or</li> <li>ii. arranging for the provision of a comparable resource in an accessible or conversion ready electronic format, if educational or training resources or materials cannot be procured, obtained by other means or converted into an accessible format.</li> </ol> </li> <li>2. Provide student records and information on program requirements, availability and descriptions in an accessible format to persons with disabilities.</li> </ol>	Not applicable			January 1, 2013
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16	Training to Educators	16(1) In addition to the requirements under section 7, obligated organizations that are school boards or educational or training institutions shall provide educators with accessibility awareness training related to accessible program or course delivery and instruction.	Not applicable			January 1, 2013
		(2) Obligated organizations that are school boards or educational or training institutions shall keep a record of the training provided under this section, including the dates on which the training is provided and the number of individuals to whom it is provided.	Not applicable			January 1, 2013
17	Producers of Educational or Training Material	17(1) Every obligated organization that is a producer of educational or training textbooks for educational or training institutions shall upon request, make accessible or conversion ready versions of the textbooks available to the institutions.				January 1, 2015 For accessible or conversion ready versions of textbooks
		(2) Every obligated organization that is a producer of print-based educational or training supplementary learning resources for educational or training institutions shall upon request, make accessible or conversion ready versions of the printed materials available to the institutions.	Not applicable			January 1, 2020 For accessible or conversion ready versions of printed materials that are educational or training supplementary

						learning resources.
18	Libraries of educational & training institutions	<p>18(1) Subject to subsection (2) and where available, the libraries of educational and training institutions that are obligated organizations shall provide, procure or acquire by other means an accessible or conversion ready format of print, digital or multimedia resources or materials for a person with a disability, upon request.</p> <p>(2) Special collections, archival materials, rare books and donations are exempt from the requirements of subsection (1).</p>	Not applicable			<p>January 1, 2015 For print-based resources or materials</p> <p>January 1, 2020 For digital or multimedia resources or materials</p>

### PART III – Employment Standard

Section	Initiative	Description	Action		Status	Compliance Date
22	Recruitment – General	22. Every employer shall notify its employees and the public about the availability of accommodation for applicants with disabilities in its recruitment processes.	Reference accommodation statement in internal, external job postings	HR	complete	January 1, 2016
23	Recruitment, Assessment or Selection Process	23.(1) During a recruitment process, an employer shall notify job applicants, when they are individually selected to participate in an assessment or selection process, that accommodations are available upon	Notification via email and/or phone to candidates when confirming interviews that accommodation is available upon request.	HR	Complete	January 1, 2016



		request in relation to the materials or processes to be used. (2) If a selected applicant requests an accommodation, the employer shall consult with the applicant and provide or arrange for the provision of a suitable accommodation in a manner that takes into account the applicant's accessibility needs due to disability.	Confirm with recruitment agencies that they are AODA compliant, during hiring through agency. Ensure that vendor agreements with recruitment agencies have a question about being AODA compliant.			
24	Notice to Successful Applicants	24. Every employer shall, when making offers of employment, notify the successful applicant of its policies for accommodating employees with disabilities.	Add an accommodation clause to employment agreement and offer email/letter.	HR	Complete	January 1, 2016
25	Informing Employees of Supports	25.(1) Every employer shall inform its employees of its policies used to support its employees with disabilities, including, but not limited to, policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability.	Accessibility Policy and procedures to be reviewed on an annual basis, as per usual process for policy review for all staff  Via email blasts  Team meetings	HR	Complete	

25		25.(2) Employers shall provide the information required under this section to new employees as soon as practicable after they begin their employment.	Review IAS Policy on orientation day within 3 months of hire	HR	Complete	January 1, 2016
25		25.(3)Employers shall provide updated information to its employees whenever there is a change to existing policies on the provision of job accommodations that take into account an employee's accessibility needs due to disability.	Via email blasts  Annual Policy Review and sign off process  Team meetings	HR	Complete	January 1, 2016
26	Accessible Formats & Communication Supports for Employees	26.1 In addition to its obligations under section 12, where an employee with a disability so requests it, every employer shall consult with the employee to provide or arrange for the provision of accessible formats and communication supports for,  (a) information that is needed in order to perform the employee's job; and  (b) information that is generally available to employees in the workplace.	Discuss at Steering Committee level about what these requests might be and what can we accommodate; what is a bona fide requirement to do the job; identify budget restrictions??  Review and assess job descriptions for possible accommodation requests for accessible formats and communication supports, that are essential to perform the job.	HR	Complete	January 1, 2016
26		26.2. The employer shall consult with the employee making the request in determining the suitability of an accessible format or communication support.	Develop a process to document request and discussion of request with supervisor and HR.	HR	Complete	January 1, 2016

27	Workplace Emergency Response Information	27.(1) Every employer shall provide individualized workplace emergency response information to employees who have a disability, if the disability is such that the individualized information is necessary and the employer is aware of the need for accommodation due to the employee's disability.	Provide written form to employees who have identified a disability about assistance during emergency response; identify who will assist them	Health & safety Committee  Building landlord  Operations committee for 7700	Complete	January 1, 2012
27		(2) If an employee who receives individualized workplace emergency response information requires assistance and with the employee's consent, the employer shall provide the workplace emergency response information to the person designated by the employer to provide assistance to the employee.	Provide written form to employees who have identified a disability about assistance during emergency response; identify who will assist them	HR	Complete	January 1, 2012
27		(3) Employers shall provide the information required under this section as soon as practicable after the employer becomes aware of the need for accommodation due to the employee's disability.	Form and email communication sent by Building landlord		Complete	January 1, 2012
27		(4) Every employer shall review the individualized workplace emergency response information, (a) when the employee moves to a different location in the organization; (b) when the employee's overall accommodations needs or plans are reviewed; and	Health & Safety Committee		Complete	January 1, 2012

		(c) when the employer reviews its general emergency response policies.				
28	Documented Individual Accommodation Plans	28.(1) Employers, other than employers that are small organizations, shall develop and have in place a written process for the development of documented individual accommodation plans for employees with disabilities.	Attend workshop on plans in 2014 or 2015 from Pro learning Innovations	Management team	Complete via web learning	January 1, 2016
28		<p>28 (2) The process for the development of documented individual accommodation plans shall include the following elements:</p> <ol style="list-style-type: none"> <li>1. The manner in which an employee requesting accommodation can participate in the development of the individual accommodation plan.</li> <li>2. The means by which the employee is assessed on an individual basis.</li> <li>3. The manner in which the employer can request an evaluation by an outside medical or other expert, at the employer's expense, to determine if and how accommodation can be achieved.</li> <li>4. The manner in which the employee can request the participation of a representative from their bargaining agent, where the employee is represented by a bargaining agent, or other representative from the workplace, where the employee is not represented by a bargaining agent,</li> </ol>	Review Accommodation Policy and procedure and ensure it meets requirements of AODA legislation	HR	Complete	January 1, 2016

		<p>in the development of the accommodation plan.</p> <p>5. The steps taken to protect the privacy of the employee's personal information.</p> <p>6. The frequency with which the individual accommodation plan will be reviewed and updated and the manner in which it will be done.</p> <p>7. If an individual accommodation plan is denied, the manner in which the reasons for the denial will be provided to the employee.</p> <p>8. The means of providing the individual accommodation plan in a format that takes into account the employee's accessibility needs due to disability.</p>				
29	Return to Work Process	<p>29.(1) Every employer, other than an employer that is a small organization,</p> <p>(a) shall develop and have in place a return to work process for its employees who have been absent from work due to a disability and require disability-related accommodations in order to return to work; and</p> <p>(b) shall document the process.</p>	<p>Attend workshop on plans in 2014 or 2015 from Pro learning Innovations</p> <p>Review RTW policy and procedure and ensure it meets requirements of AODA</p>	HR	<p>Complete</p> <p>Complete</p>	January 1, 2016

29		<p>29. (2) The return to work process shall,</p> <p>(a) outline the steps the employer will take to facilitate the return to work of employees who were absent because their disability required them to be away from work; and</p> <p>(b) use individual documented accommodation plans, as described in section 28, as part of the process.</p>	<p>Review RTW policy and procedure and ensure it meets requirements of AODA</p>	HR	Complete	January 1, 2016
29		<p>29. (3) The return to work process referenced in this section does not replace or override any other return to work process created by or under any other statute.</p>	<p>Review RTW policy and procedure and ensure it meets requirements of AODA</p>	HR	Complete	January 1, 2016
30	Performance Management	<p>30.(1) An employer that uses performance management in respect of its employees shall take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when using its performance management process in respect of employees with disabilities.</p>	<p>Review and add to Performance Appraisal policy and processes</p> <p>Is the language inclusive?</p> <p>Is the PA process accessible upon request to staff who have disability?</p> <p>eg employee self evaluation is available in alternate format such as hard copy , larger font instead of online evaluation.</p>	HR	Complete	January 1, 2016
31	Career Development & Advancement	<p>31.(1) An employer that provides career development and advancement to its employees shall take into account the accessibility needs of its employees with disabilities as well as any individual accommodation plans, when providing career development and advancement to its employees with disabilities.</p>		HR	Complete	January 1, 2016

32	Redeployment	32.(1) An employer that uses redeployment shall take into account the accessibility needs of its employees with disabilities, as well as individual accommodation plans, when redeploying employees with disabilities.	Review and Add to Job transfer or "Acting position" policies, that accommodation needs will be taken into consideration.	HR	Complete

**PART V – Compliance**

Section	Initiative	Description	Action	Who Is Responsible	Status	Compliance Date
87	AODA Compliance Report	87.(1) Under the AODA, not-for-profit organizations with more than 20 employees must complete an AODA compliance report.	Review the compliance criteria in the AODA Compliance Report.  Complete the report and submit.	HR	In Progress	June 30, 2021