



ADMINISTRATIVE POLICY AND PROCEDURE MANUAL

Section:

Name of Policy AODA Integrated Accessibility	Date Approved:	June 28, 2016
	Director Responsible:	Director of Human Resources
	Date for Review:	June 28, 2019

PURPOSE

The Integrated Accessibility Standards Regulation, Ont. Reg. 191/11 (“Regulation”), became law on June 3, 2011. It was amended to include the Design of Public Spaces under Ontario Regulation 413/12 in October 2012. It covers accessibility standards in information and communication, employment, transportation and built environment. There is a phased-in approach to compliance, with deadline dates for each standard being based upon organization type and size, primarily ranging between January 1, 2012 and January 1, 2017. As of July 1, 2016 the Customer Service Standard will be officially incorporated into the Integrated Accessibility Standards Regulation.

DEFINITIONS

In 2011, the AODA Integrated Accessibility Standards became law, enacting standards in the areas of Employment, Information and Communication, Transportation and the Built Environment.

Employment: requirements for businesses and organizations to make accessibility a regular part of finding, hiring and supporting employees with disabilities.

Information and Communication: regulates how organizations will be required to provide, create, and receive information and communications that are accessible to persons with disabilities.

Transportation: regulations that apply to modes of transportation under the jurisdiction of municipal and provincial governments. This standard is not applicable to KidsAbility.

Built Environment: These standards focus on removing barriers in buildings and public spaces such as; parking spaces, and outdoor spaces and play areas. Enhancements to accessibility in buildings will happen through changes to the Ontario’s Building Code, which governs new construction and renovations in buildings such as; entrances, doorways, and corridors.

SCOPE

The entire organization

POLICY

KidsAbility is dedicated to achieving full compliance with **all** the Accessibility Standards. We are committed to successful completion of each target that is set out by the Accessibility Standards Compliance Timelines as they apply to our organization. KidsAbility will ensure that the required resources are available to achieve compliance.

REFERENCE

Accessible Customer Service Policy
Accessibility for Ontarians with Disabilities Act, 2005 AODA
Integrated Accessibility Standards Regulation