



Feb. 4, 2015

### Respect in the Workplace and Accessibility Policy

Kevin Robinson will be speaking at the OBA Institute 2015



The beginning of a new year is a great time to revisit and update an organization's employment contracts and policies. This is especially so in light of the additional responsibilities for employers which are being implemented over the next few years under the *Accessibility for Ontarians with Disabilities Act* (AODA).

Feb. 17, 2015

Sarah will be speaking at Osgoode Hall



With a view to achieving consistency within the workplace in terms of how situations are handled and also with a view to efficiency in terms of training and application, employers may want to consider combining their Respect in the Workplace policies and requirements under the AODA into one policy. In terms of structure, the combined policy can be divided into a section that is applicable to employees and one that is applicable to customers/clients. Within the section that is applicable to employees, the policy should speak to bullying, violence, discrimination, harassment and AODA requirements such as access to information and those applicable to employees. The section that is applicable to customers/clients should contain the AODA Customer Service policy requirements but should also address an organization's obligations with respect to providing services under the Human Rights Code. In our experience, Respect in the Workplace policies often do not address Human Rights Code duties with respect to service.

March, 10 2015

James Heeneey will be speaking at Osgoode Hall



The benefit of combining the policies as outlined above is that the policies and the procedures for addressing issues that arise are consistent and eliminate the decision-making process of deciding which policy and/or process applies in a given situation. The employer would simply deal with one policy and procedure when a situation arises, even when that situation involves more than one issue. Further, when dealing with one policy, it is more efficient to stay on top of amendments and changes, as needed, as well as streamline training and application.

March 31, 2015

Kevin Robinson will be speaking at Osgoode Hall



If you would like assistance in reviewing and updating Respect in the Workplace and Accessibility Policies, please do not hesitate to contact us.

