



Is Your Organization AODA Compliant?

Over the course of the last year, the Accessibility Directorate of Ontario has been conducting audits of organizations in Ontario to ensure that the organization is compliant with its requirements under the Accessibility for Ontarians with Disabilities Act.

The audit process typically begins with receipt of a letter advising of the audit and requesting certain documents to prove compliance with the Integrated Standards (which now include the Customer Service Standards). Organizations are usually provided with 15 business days to provide the requested information. The subject-matter of the audit can inquire into general compliance or specific compliance. By way of example, in our practice we have seen compliance audits request documents confirming that an organization notifies successful job applicants of its accommodation policies when making offers of employment, documents confirming that the organization has a written process for the development of individual accommodation plans and requests for policies and plans required by the AODA.

Although audits can result in sanctions under the Act, the emphasis in the audit process appears to be placed on achieving compliance.

We have assisted many of our clients with understanding their organization's requirements under the AODA, becoming compliant with those requirements and with audit responses. Please do not hesitate to contact us if we can assist your organization in any of these ways.

Employers take note!

The changes to the *Occupational Health and Safety Act* implemented by Bill 132 deadline was September 8, 2016.

Please contact us A.S.A.P. if you have not yet updated your policies

