

# Accessibility for Ontarians with Disabilities Act, 2005 (AODA)

Centre for Human Rights, Equity & Diversity |  
HR Services



# The Centre for Human Rights, Equity & Diversity's Mandate

## Legislative Compliance

Since 2008, the Centre has been leading and coordinating compliance with the Accessibility for Ontarians with Disabilities Act through specific and targeted educational awareness and communication strategies.



# AODA Standards

The Ontario government developed, implemented and enforced accessibility standards in five key areas (outlined below). The goal of the standards is to achieve accessibility for Ontarians with disabilities by 2025.

1. Customer Service Standard - Regulation 427/07

The Integrated Accessibility Standards Regulation (IASR) - Regulation 191/11 combines the following Standards:

2. Information and Communications
3. Employment Standard
4. Transportation
5. Built Environment



## Humber's Current Compliance Status with AODA

- ✓ August 2014, an audit was conducted by the Ministry of Economic Development, Employment and Infrastructure. Humber was found to be in compliance with AODA requirements.
- ✓ December 1, 2015, Humber's 2015 Accessibility Compliance Report was filed with the Ministry of Economic Development, Employment and Infrastructure confirming compliance status.



## AODA and Accommodations

1. The AODA legislation is **prescriptive** in that it clearly outlines the requirements of each Standard and corresponding compliance deadlines.

### **The AODA does not establish accommodation processes**

2. Centre staff are skilled at interpreting, implementing and monitoring compliance with legislative requirements. **Centre staff are not Accessibility Specialists.** We do not provide guidance on individual accommodation requests.

For individual accommodation requests involving students, please consult with Accessible Learning Services.

Individual accommodation requests involving employees should be directed to Margaret Fung, Manager, Health & Safety.

3. The College has a duty to accommodate under the Ontario Human Rights Code. The AODA has not challenged and/or changed this obligation.



## Early Intervention and Human Rights Complaint Resolution Process

- Over the years, the Centre has seen a marked decrease in the number of cases that are being filed at the Human Rights Tribunal of Ontario on the Code protected ground of disability.
- This in part is due to Humber having a leading Student Services team in the post-secondary sector proactively working to intervene and address existing or potential barriers to service delivery in order to decrease any allegations that Humber failed to provide accommodations to students.
- Over the 2015.2016 academic year, the Centre addressed over 40 concerns related to disability through early intervention processes. A Only six of those concerns were addressed through the formal investigation process.



## Inclusive Design and Universal Design for Learning

1. The AODA does not speak directly to Universal Design for Learning (UDL).

The goal of the legislation is to make Ontario accessible by 2025 through establishing requirements that guide organizations to incorporate accessibility into their policies, practices and procedures during the planning phase.
2. The Ontario Human Rights Commission addresses Inclusive Design in relation to the duty to accommodate by promoting the following:

“Effective inclusive design reduces the need for people to ask for individual accommodation. Organizations ... should use the principles of inclusive design when creating policies, programs, procedures, standards, requirements and facilities.”

(<http://www.ohrc.on.ca/en/inclusive-design-and-duty-accommodate-fact-sheet>)



## Inclusive Design and Universal Design for Learning, cont'd

- The Centre supports a framework that optimizes teaching and learning practices to ensure maximum accessibility for all members of the Humber Community.
- A UDL framework will prevent and remove barriers in the delivery of goods, services and facilities for members of the Humber Community.
- Incorporating UDL principles at the College will reduce the number of human rights-related complaints that will be lodged at the Tribunal.



If you have any questions about the AODA or would like additional information, please contact Jessica Bowen, Manager, Centre for Human Rights, Equity & Diversity by email at [jessica.bowen@humber.ca](mailto:jessica.bowen@humber.ca)



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