



Memo

To: Ontario Curling Clubs
From: Ontario Curling Council, Northern Ontario Curling Association and Ontario Curling Association
Date: November 26, 2014
Re: The Accessibility for Ontarians with Disabilities Act

The Ontario Curling Council, Northern Ontario Curling Association and Ontario Curling Associations are reminding Ontario Curling Clubs about the important compliance deadlines that relate to the Accessibility for Ontarians with Disabilities Act (AODA). Click on the hyperlinks for more information.

The Accessibility for Ontarians with Disabilities Act

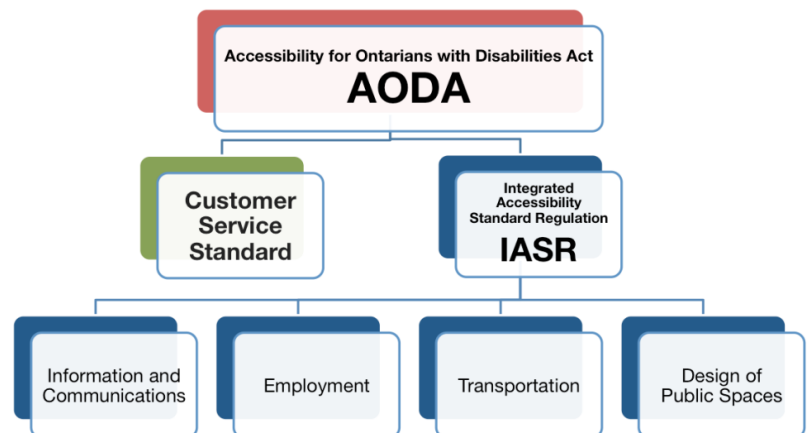
The Accessibility for Ontarians with Disabilities Act, 2005 (AODA) became law on June 13, 2005. Under this landmark legislation, the government of Ontario has developed mandatory accessibility standards that identifies, removes, and prevents barriers for people with disabilities.

Who is Affected?

The AODA applies to all levels of government, nonprofits, and private sector businesses across Ontario who have one or more staff.

What Do You Need to Do?

The AODA is made up of five parts, or Standards, each covering an aspect of daily living. Deadlines for compliance range from January 1, 2010 into 2021.



What are the Timelines for Compliance?

Timelines vary, depending on the sector, size and standard. Use the [AODA Wizard](http://ontario.ca/accessibilitycompliance), (ontario.ca/accessibilitycompliance) answer a few questions, get a personalized summary of what you have to do, by when. It's free and user-friendly.

The Accessible Customer Service Standard was the first standard to come into effect and all of Ontario's nonprofits and businesses were to be compliant as of January 1, 2012. Other key deadlines are approaching, Accessibility Policies and Self-Serve Kiosks must be completed **by the end of the 2014**.

Customer Service Standard Resources

Free and Online

[Getting Started Guide](#)

1-19 employees
20+ employees



[Template Plan](#)

For All Business types



[Training Resources](#)

For All Business sizes
Shorter Version available for small business



[Checklists](#)

1-19 employees
20+ employees



What is the [Integrated Accessibility Standards Regulation \(IASR\)](#)?

Four standards in one regulation

- Design of Public Spaces
- [Employment](#)
- [Information and Communications](#)
- Transportation

Includes a “General” section with the following requirements:

- Policies – all public sector, large private and large non-profit organizations must also write a statement of commitment and make their policies available to the public – See [Developing Accessibility Policies](#)
- [Multi-year accessibility plan](#)
- [Accessibility in procurement](#)
- [Accessibility features in self-service kiosks](#)
- Staff **training** on:
 - o IASR requirements that apply to your organization’s business, and
 - o What you have to do under the Ontario Human Rights code (related to disabilities)
 - o www.AccessForward.ca can help

Accessibility Reporting

Who needs to report?

- Non-profits and businesses with 20+ employees
- All public sector employers (2015)
- [File reports on-line](#)
- Make accessibility reports available to the public

What happens if you don’t comply?

The AODA give government authority to set monetary penalties to enforce compliance with accessibility standards. The maximum penalties under the AODA include:

- A person and unincorporated organizations that are guilty of a major offence under this Act can be fined up to \$50,000 dollars for each day the violation continues
- A corporation that is guilty can be fined up to \$100,000 per day
- Directors and officers of a corporation with fiduciary responsibility who are guilty are liable to a fine of up to \$50,000 a day

Need more information?

ontario.ca/AccessON

AODA Contact Centre (Service Ontario)

Toll Free: 1-866-515-2025

TTY: 416-325-3408/1-800-268-7095 Fax: 416-325-3407