

AODA Standard	IASR Requirement	Due Date	Completion Status
Establishment of Accessibility Policies	Every obligated organization shall develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements under the accessibility standards referred to in this Regulation.	January 1, 2014	Completed
Accessibility Plans	Large organizations shall, (a) establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization's strategy to prevent and remove barriers and meet its requirements under this Regulation; (b) post the accessibility plan on their website, if any, and provide the plan in an accessible format upon request; and (c) review and update the accessibility plan at least once every five years.	January 1, 2014	Completed and On going updates as needed
Training	Every obligated organization shall ensure that training is provided on the requirements of the accessibility standards referred to in this Regulation and on the Human Rights Code as it pertains to persons with disabilities to, (a) all employees, and volunteers; (b) all persons who participate in developing the organization's policies; and (c) all other persons who provide goods, services or facilities on behalf of the organization.	January 1, 2015	Completed
Feedback	Every obligated organization that has processes for receiving and responding to feedback shall ensure that the processes are accessible to persons with disabilities by providing or arranging for accessible formats and communications supports, upon request.	January 1, 2015	Completed
Information & Communications	When asked, make your emergency and public safety information accessible to the public	January 1, 2012	Complete
	All new internet websites and web content on those sites must conform with WCAG 2.0 level A	January 1, 2014	Complete
	Make your feedback processes, like surveys or comment cards, accessible when asked.	January 1, 2015	Complete

	<p>Make information about your organization's goods, services and facilities accessible upon request.</p> <p>All internet website and website content conforms with WCAG 2.0 level AA (excluding live captioning and audio description).</p>	<p>January 1, 2016</p> <p>January 1, 2021</p>	<p>Complete</p> <p>On-going</p>
Employment	<p>When necessary, provide individual plans to help employees with disabilities during an emergency, or emergency information that's formatted so an employee with a disability can understand it.</p> <p>Notify employees, potential hires and public that accommodations can be made during recruitment, assessment and selection processes for people with disabilities.</p> <p>Notify new hires and staff of policies for accommodating employees with disabilities.</p> <p>Have in place a written process to develop individual accommodation plans for employees with a disability.</p> <p>Have a written return to work process in place for employees who have been absent due to a disability.</p> <p>An employer that uses performance management in respect of its employees shall take into account the accessibility needs of employees with disabilities, as well as individual accommodation plans, when using its performance management process in respect of employees with disabilities.</p> <p>An employer that provides career development and advancement to its employees shall take into account the accessibility needs of its employees with disabilities as well as any individual accommodation plans, when</p>	<p>January 1, 2012</p> <p>January 1, 2016</p> <p>January 1, 2016</p> <p>January 1, 2016</p> <p>January 1, 2016</p> <p>January 1, 2016</p> <p>January 1, 2016</p>	<p>Completed</p> <p>Completed</p> <p>Completed</p> <p>Completed</p> <p>Completed</p> <p>Completed and On going updates are required</p> <p>Completed</p>

	<p>providing career development and advancement to its employees with disabilities.</p> <p>An employer that uses redeployment shall take into account the accessibility needs of its employees with disabilities, as well as individual accommodation plans, when redeploying employees with disabilities.</p>	January 1, 2016	Completed
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