



ADMINISTRATIVE POLICY AND PROCEDURE MANUAL

Section:

Name of Policy AODA Integrated Accessibility	Date Approved:	November 2023
	Director Responsible:	Vice President of People & Culture
	Date for Review:	November 2025

PURPOSE

The Integrated Accessibility Standards Regulation, Ont. Reg. 191/11 (“Regulation”), officially enacted on June 3, 2011, underwent an amendment in October 2012 to include the Design of Public Spaces under Ontario Regulation 413/12. This comprehensive regulation addresses accessibility standards across various domains, including information and communication, employment, transportation, and built environment. There is a phased-in approach to compliance, with deadline dates for each standard being based upon organization type and size, primarily ranging between January 1, 2012 to January 1, 2017. As of July 1, 2016, the Customer Service Standard will be officially incorporated into the Integrated Accessibility Standards Regulation.

DEFINITIONS

In 2011, the AODA Integrated Accessibility Standards became law, enacting standards in the areas of Employment, Information and Communication, Transportation, and the Built Environment.

Employment: These standards outline requirements for businesses and organizations to incorporate accessibility into their processes for finding, hiring, and supporting employees with disabilities.

Information and Communication: These standards regulate how organizations must provide, create, and receive information and communications that are accessible to persons with disabilities.

Transportation: These regulations apply to modes of transportation under the jurisdiction of municipal and provincial governments. This standard is not applicable to KidsAbility.

Built Environment: These standards focus on removing barriers in buildings and public spaces, including all interior spaces, parking areas, outdoor spaces, and play areas. Improvements in building accessibility will be facilitated through changes to Ontario’s Building Code, which governs new construction and renovations in buildings such as entrances, doorways, and corridors.

SCOPE

The entire organization

POLICY

KidsAbility is dedicated to achieving full compliance with all the Accessibility Standards. We are committed to successful completion of each target that is set out by the Accessibility Standards Compliance Timelines as they apply to our organization. KidsAbility will ensure that the required resources are available to achieve and maintain compliance.

REFERENCE

Accessible Customer Service Policy
Accessibility for Ontarians with Disabilities Act, 2005 AODA
Integrated Accessibility Standards Regulation