

ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT (AODA 2025)

EDITION 1

Newsletter

SUMMER 2023



BREAKING DOWN BARRIERS



WHAT IS AODA?

The Accessibility for Ontarians with Disabilities Act (AODA) is a law established by the government of Ontario to develop and enforce accessibility standards for government, businesses, nonprofits and the public sector. In addition to specific expectations, it places emphasis on process-oriented requirements such as accessible training for teams and accessible employment practices.

Breaking Down Barriers has been supporting individuals living with diverse disabilities for over 38 years and is well positioned to be an important resource for anyone needing information or guidance.

BDB's "Start the Conversation AODA 2025" project provide:

- a variety of educational components for the private sector and communities across Simcoe, Grey and Bruce Counties
- informative workshops
- on-site accessibility reviews and recommendations that include but not limited to parking, building entrances, ramps, curb-ramps, clear floor space for wheelchair maneuverability, protruding objects, drinking fountains, restrooms, elevators.



This project is made possible by



Q & A ABOUT AODA

Who is responsible for enforcing AODA compliance?

The Accessibility Directorate of Ontario is responsible for enforcing compliance and can take steps to ensure businesses and organizations are following the law.

How do I know if AODA applies to me?

The AODA applies to organizations under provincial jurisdiction. These include municipal or provincial government agencies or Ministries, non-profits and businesses. These are called "obligated organizations".

If an obligated organization employs at least one person, they are required to comply with the mandatory requirements and timelines.

What is the definition of a small and large organization?

A small organization is one with 1-49 employees. A large organization is defined as one with 50 + employees.

Is AODA law?

The AODA is a law that aims to achieve a barrier-free or fully accessible Ontario by 2025.

How does the province define barrier?

The AODA states that barriers are anything that stops full and equal participation in society of persons with disabilities.

How can businesses ensure inclusion?

The AODA asks... "obligated organizations to identify, remove and/or prevent barriers to full inclusion and participation of persons with disabilities in society".

How does the AODA define disability?

A disability is a physical or mental condition that limits a person's movements, senses or activities. The AODA uses the same definition of disability as the Ontario Human Rights Code.



ACCESSIBLE WEBSITES

The internet plays such an essential role in our everyday life. Did you know close to 94% of the Canadian population have access to the internet?

Many use the internet to connect to services, products and information. Imagine being someone with a disability preventing them from gaining smooth access to important services.

According to Ministry for Seniors and Accessibility, almost 1 in 4 people in Ontario are living with a disability. More than 40% of this population is over the age of 65. Businesses and organizations that are accessible and inclusive help make connections to services, products and information smoother for people with disabilities, potentially attracting new business.

Accessible websites not only make good business sense, it's the law in Ontario. Just search for accessible websites on the internet and you will find a wide range of resources and services available to you.



Web accessibility applies to all disabilities that affect access to the web including auditory, cognitive, neurological, physical, speech and visual.

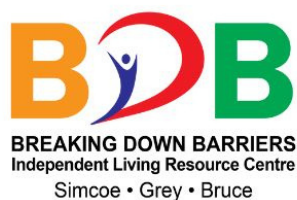
BDB IS HERE TO HELP

The provincial grant, EnAbling Change Program, supports our project “**Start the Conversation AODA 2025**” by recognizing the importance of inclusive and accessible businesses and customer service for all people of all abilities. We are here to help, with guidance, on-site reviews and recommendations and to be your resource as you work toward compliance.








We appreciate all the effort being made to become AODA compliant by 2025.

That is why our **Thumbs Up!** initiative is part of BDB’s appreciation and public awareness recognition of accessible businesses and places of operation.

When businesses implement accessibility features, BDB recognizes this by providing a **Thumbs Up!** decal to place in storefront windows or public areas within the business. It’s just another way to support and promote the importance placed on accessibility for all people of all abilities.



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