

Ontario Accessibility Resources

A catalogue of free resources to help
you comply with the Accessibility for
Ontarians with Disabilities Act

July 2019

Ontario 

About this catalogue

The Government of Ontario is committed to providing free tools and resources to help organizations meet the requirements of Ontario's accessibility laws.

In this catalogue you will find a sample of resources to help organizations understand what they need to do.

Visit **ontario.ca/accessibility** to learn about specific requirements and reporting deadlines.

Find Out More:

To learn about how Ontario is becoming accessible, visit **ontario.ca/accessibility**

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TTY: 1-800-268-7095

Email: accessibility@ontario.ca



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What is the AODA?

The **Accessibility for Ontarians with Disabilities Act (AODA)**

is a law that sets out a process for developing and enforcing accessibility standards. Its goal is to make Ontario accessible by 2025.

Ontario is the first jurisdiction to make accessibility reporting the law. It has established standards with penalties for organizations that do not comply.

The AODA means giving people of all abilities opportunities to participate fully in everyday life. It includes five accessibility standards that are being phased in over time:

- 1. Customer Service** is about influencing attitudes and behaviours.
- 2. Employment** is about making hiring and employee support practices more accessible.
- 3. Information and Communications** is about helping people with disabilities access information and communications such as forms, documents and websites.
- 4. Transportation** is about making it easier for everyone to travel in Ontario.
- 5. Design of Public Spaces** is about making public spaces more accessible.

Accessibility Requirements

All businesses and organizations in Ontario with one or more employees need to follow the law.

Organizations with:

- 1-19 employees need to comply with the law
- 20+ employees need to comply and file an accessibility compliance report as required.

Accessibility Benefits Everyone

Accessibility not only helps people with disabilities, it also benefits:

- Seniors
- Families travelling with young children
- Shoppers
- Visitors with luggage

Compliance and Reporting

Businesses and organizations are responsible for being in compliance with accessibility standards on January 1st of the year they come into effect.

They must report being in compliance by December 31st of their reporting years.

Visit **ontario.ca/accessibility** to read the specific requirements and deadlines for your organization.

Training for Staff and Volunteers

Accessible Workplaces



AccessForward

This website offers training modules to help organizations comply with their AODA training requirements including training on the five accessibility standards.

accessforward.ca

Volunteering and Accessibility

This interactive online training video shares the fundamental principles of accessibility and gives volunteers tools they can use

sparkontario.ca

Working Together

Video about how the Ontario Human Rights Code relates to people with disabilities

ohrc.on.ca



Employers' Toolkit

Comprehensive resource designed to help organizations make their workplaces accessible to people with disabilities

conferenceboard.ca

Epilepsy @ Work

Online training resource to help employers make their workplaces more inclusive to employees with epilepsy

epilepsyatwork.com

Harold Jeepers Video Series

Short videos that follow the adventures of manager, Harold, and HR professional, Sonja, as they make Jiffy Brothers Industries an accessible workplace

youtube.com/HRPAtv

Accessible Workplaces



EnAbling Retail for Accessible Employment

Short guide with checklists, samples and templates to help organizations implement the accessibility for employment
retailcouncil.org

Guide for Small Businesses: Making Your Business Accessible for People with Disabilities

Accessible workplaces and employment practices that support people with disabilities
conferenceboard.ca

Discover Ability Network

Promotes the hiring of persons with disabilities for both businesses and job seekers
discoverability.network

BIA Handbook on the Accessibility for Ontarians with Disabilities Act (AODA)

A guide that offers tips, best practices and resources to help Ontario's business improvement areas implement the AODA
obiaa.com

Accessible Workplaces



The Business of Accessibility: How to Make Your Main Street Business Accessibility Smart

Offers no cost and low cost suggestions, gathered from those with first-hand experience
obiaa.com

Mental Health in the Workplace

Outlines some key skills that managers in Ontario workplaces should have
www.mentalhealthworks.ca



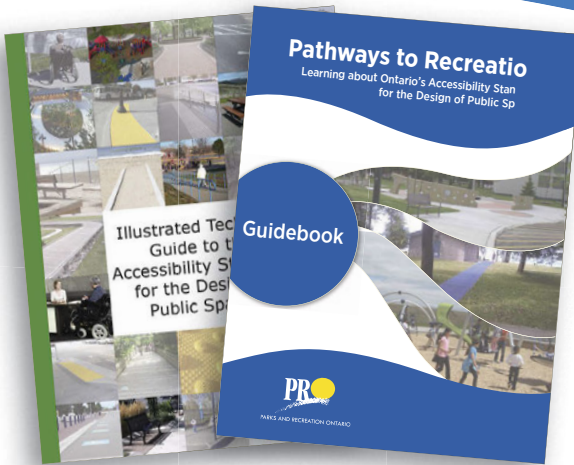
At Ease: A guide to improving accessibility in the workplace and on route for people with invisible disabilities

Outlines some key skills that managers in Ontario workplaces should have
www.parkinson.ca

Accessible workplaces

Make your employment practices accessible to meet the needs of employees and job applicants with disabilities
ontario.ca

Design of Public Spaces



Illustrated Technical Guide for the Design of Public Spaces

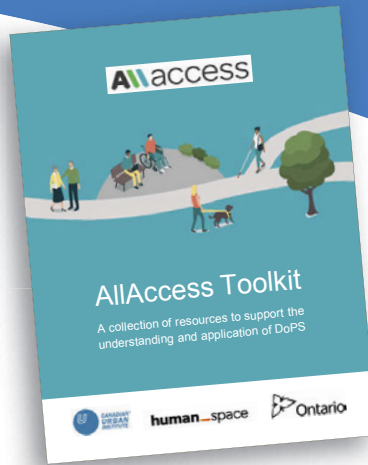
Technical guide to the accessibility standard for the design of public spaces for professionals

gaates.org

Pathways to Recreation

Guidebook for owners, managers and/or operators of municipal and not-for-profit parks, outdoor recreation facilities and amenities

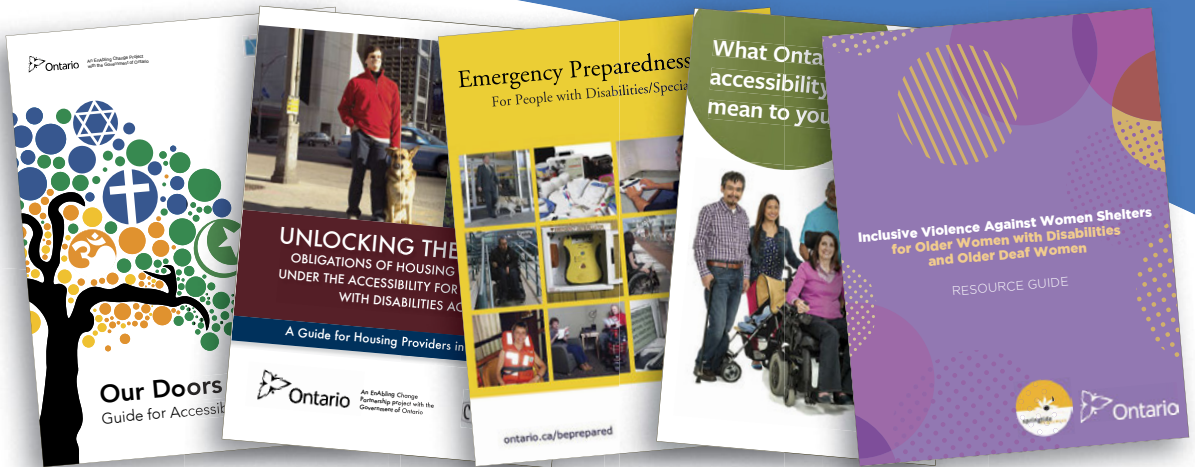
prontario.org



AllAccess Toolkit: A collection of resources to support the understanding and application of DoPS

For planners, architects, landscape architects, designers and anyone working with the design of public space.

allaccesspublicspace.ca



Our Doors Are Open

This guide provides simple and creative ideas to help increase inclusion and accessibility for people with disabilities during worship services, events, and all communal activities

opendoors.idrc.ocadu.ca

Unlocking the AODA

A guide and toolkit to help small-to-medium-sized landlords implement accessibility requirements

equalityrights.org

Emergency Preparedness Guide

This guide covers topics relevant to the emergency preparedness needs of people with disabilities

ontario.ca

What Ontario's accessibility laws mean to you

A guide for people with disabilities, their family, and friends

publications.gov.on.ca

Inclusive Violence Against Women Shelters

Addressing challenges in accessing Violence Against Women shelters for older women with disabilities

www.springtideresources.org

Achieving Accessibility

Recognizing the growth in soccer for players with disabilities and supporting greater representation

www.ontariosoccer.net



Guide to Accessible Public Engagement

Guide providing the resources and best practices organizations need to develop and support accessible public engagement

omssa.com

Guide to Conducting Accessible Meetings

Guide to help meeting planners organize meetings of all sizes, including virtual meetings, that are accessible to all participants

omssa.com



A Planning Guide for Accessible Conferences

Guide with practical information on how to identify, remove and prevent barriers when planning a conference

accessiblecampus.ca



Planning Accessible Events: So everyone feels welcome

Shows many low-cost and no-cost things that can be done to make events more inclusive.

www.tiaontario.ca

Guide to Accessible Festivals & Outdoor Events

Increase attendance and make your festival more enjoyable for everyone by improving the event's accessibility

www.ontla.on.ca

Reelabilities Guide

This guide provides tips and resources on how to make film festivals and screenings more accessible for people with disabilities

reelabilities.org



The TeachAble Project

A website that provides elementary and secondary school teachers with information, training and lesson plans pertaining to accessibility awareness

theteachableproject.org

Accessible Campus

A website with resources and templates to help training institutions and educators meet the requirements of the AODA

accessiblecampus.ca



AccessAbility 2: A Practical Handbook on Accessible Graphic Design

This revised edition aims at educating graphic and web design professionals to effectively deliver accessible communication solutions that meet AODA requirements, in print and PDF.
rgd.ca

aChecker: Website accessibility checker

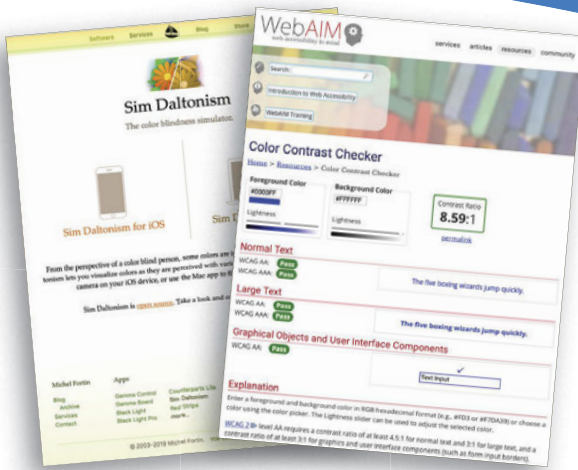
Evaluation tool designed to help developers ensure that their websites and web content can be accessed by everyone
achecker.ca

Guide to hiring a web developer

Guide to help organizations through the process of assessing and hiring a web developer
gaates.org

Guide for web developers

Guide to help website developers understand how to create accessible websites and web content
gaates.org



Sim Daltonism

Visualize colors as they are perceived with various types of color blindness
MacOS version michelf.ca/projects/sim-daltonism

Windows version ca.pcmac.download/app/693112260/sim-daltonism

Making the Web Accessible

Strategies, standards, and supporting resources to help you make the web more accessible to people with disabilities
w3.org/wai

Color Contrast Checker

Checks contrast between foreground and background colours
webaim.org/resources/contrastchecker

Engaging experiences for all users

Resources explain what accessibility is and provide information about how to start supporting all website users
adobe.com/accessibility.html

Notes

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