



**Canadian
Manufacturers &
Exporters**

**Manufacturiers et
Exportateurs du
Canada**

Accessibility for Ontarians With Disabilities Act (AODA)

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Leadership makes the difference
Le leadership qui fait la différence



Background and Context

- Government has committed to making Ontario accessible for persons with disabilities by 2025
- June 13, 2005 AODA becomes law in Ontario
- Applies to all levels of government, non-profits and private sector businesses with 1+ Employee
- Five Standards under AODA:
 - Customer Service
 - Information & Communications
 - **Employment**
 - Transportation
 - Design of Public Spaces





Enabling Change Partnership

- Enabling Change Partnership with Ontario Government to inform and assist manufacturers with AODA compliance
- **New employment accessibility requirements come into effect Jan 1, 2017 for manufacturers with 1 to 49 employees**

As of Jan 1, 2017 have four requirements relating to:

- Accessible hiring practices;
- Accessible workplace information;
- Talent and performance management; and
- Communication of accessibility policies.





Partnership Initiatives

- Series of webinars on AODA topics
- Newsletter publications/information
- New website with compliance info:
www.cme-aodacompliancehelp.ca/
- H&S Conference – Info at CME booth
- Regional Event (London)

