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Accessibility Standards continue to roll out in January 2012

The Accessibility for Ontarians with Disabilities Act, 2005 (AODA) became law on June 13, 2005. The primary purpose of the AODA is to improve access for people with disabilities to goods, services, facilities, accommodation, employment and buildings by 2025. The government seeks to achieve the AODA's purpose through mandating five accessibility standards:

1. Customer Service
2. Employment
3. Information and Communications
4. Transportation
5. Built Environment

The Customer Service accessibility standard has already been implemented across the system. Certain requirements of the Employment accessibility standard also have a compliance deadline of January 1, 2012. The other accessibility standards have staggered compliance dates between now and 2025.

Integrated Accessibility Standards Regulation

The next three standards; Information and Communications, Employment, and Transportation, have been combined under one regulation – the Integrated Accessibility Standards Regulation. This is now law and the requirements are being phased in between 2011 and 2025.

Dufferin-Peel has already met the requirements with respect to:

- Workplace Emergency Response Information – individualized workplace plans for employees with disabilities as necessary and made known to the employer
- Accommodation Plans for employees with disabilities

- Return to work process (creating return to work processes for employees returning from a lengthy medical absence and need accommodations)
- Job Postings – to comply with the new Employment Regulations regarding recruitment, the Support Services Personnel Department has updated our website postings and external advertising to reflect inclusive language i.e. “If you require a disability related accommodation in order to participate in the recruitment process, please contact us at...” The Teacher Personnel

See Integrated ASR on Page 2

Integrated ASR continued from Page 1

Department is moving forward and will meet these requirements by the deadline of January 1, 2014.

In order to move forward and continue to meet the needs of people with disabilities, the board has established a process to provide a means for feedback on how the organization provides goods and services to people with disabilities, how the organization will respond to any feedback and how they will take action on any complaint. Information about the feedback process is available on the board website at www.dpcdsb.org. The board's contact person for feedback or complaints related to AODA is Les Storey, Principal of Equity, Diversity and Inclusive Education. He can be reached at Les.Storey@dpcdsb.org.

The workplace harassment and violence policies are a recent requirement. The duty to create such policies and programs is found in Bill 168, the Occupational Health and Safety Amendment Act (Violence and Harassment in the Workplace) which came into force on June 15, 2010. There are several other requirements under Bill 168, including an obligation to conduct a workplace violence risk assessment and to create programs to reduce and address incidents of workplace violence.

Did you know?

It is practice within board facilities to provide notice when services that people with disabilities rely on to access or use goods and services are temporarily disrupted (i.e. elevator disruptions).

We Share the Air

Last spring, the ACCESS Dufferin-Peel committee distributed "We Share the Air" posters to all schools and board sites. "We Share the Air" is the board's scent sensitivity awareness campaign. If you require additional copies of this poster, please email nancy.marshall@dpcdsb.org.



Board Purchases Evacuation Chairs

This year, the board purchased evacuation chairs for all secondary schools and board offices with more than one level. These chairs are for transporting persons with a physical disability down a flight of stairs during a fire evacuation. Once ground level has been reached, the chair can be used as a temporary wheelchair. Training for staff will take place this Spring and additional chairs for elementary schools with more than one level will be purchased next Fall.

