

Timeline

Accessibility for Ontarians with Disabilities Act (AODA) 2005

Private & Nonprofit Organizations (1-49 employees)

2012 Customer Service

- Train all staff and volunteers, including Board Members
- Policy

Information & Communications

- Emergency and public safety information

Employment

- Workplace emergency plan for employees with disabilities

2014 Customer Service

Only organizations with 20+ employees:

- File accessibility report (by Dec. 31st)

2015 General Requirements

- Policies
- Kiosks

Information & Communications

- Producers of educational or training material - Textbooks
- Educational and training resources and materials
- Training to educators
- Educational libraries- print-based resources

2016 General Requirements

- Training of staff and volunteers

Information & Communications

- Accessible feedback processes

2017 Information & Communications

- Accessible formats and communication supports

Employment

- Recruitment
- Employees and accommodation
- Performance management, career development, and redeployment

2018 Design of Public Spaces

Make new or redeveloped:

- Recreational trails and beach access routes accessible
- Off-street parking lots accessible
- Service counters, fixed queuing guides and waiting areas with fixed seating accessible

2020 Information & Communications

- Producers of educational or training material – Supplementary print materials
- Educational libraries - multi-media/digital resources

Timeline

Accessibility for Ontarians with Disabilities Act (AODA) 2005 Private & Nonprofit Organizations (50+ employees)

2012 Customer Service

- Train all staff and volunteers, including Board Members
- Policy
- File accessibility report (by Dec. 31st)

Information & Communications

- Emergency and public safety information

Employment

- Workplace emergency plan for employees with disabilities

2013 Information & Communications

- Educational and training resources and materials
- Training to educators

2014 General Requirements

- Policies
- Multi-year Accessibility Plans
- Kiosks
- File accessibility report (by Dec. 31st)

Information & Communications

- All new internet websites and web content on those sites must conform with WCAG 2.0 level A

2015 General Requirements

- Training of all staff and volunteers

Information & Communications

- Producers of educational or training material
 - Textbooks
- Educational libraries – print-based resources
- Accessible feedback processes

2016 Information & Communications

- Accessible formats and communication supports

Employment

- Recruitment
- Employee accommodation
- Employees returning to work
- Performance management, career development and redeployment

2017 Design of Public Spaces

Make new or redeveloped:

- Recreational trails and beach access routes accessible
- Outdoor public use eating areas accessible
- Outdoor play spaces accessible
- Exterior paths of travel
- Off-street parking lots accessible
- Service counters, fixed queuing guides and waiting areas with fixed seating accessible
- Maintain accessible elements of public spaces

General Requirements

- File accessibility report (by Dec. 31st)

2020 Information & Communications

- Producers of educational or training material
 - Supplementary print materials
- Educational libraries
 - multi-media/digital resources

General Requirements

- File accessibility report (by Dec. 31st)

2021 Information & Communications

- All internet website and webs content conforms with WCAG 2.0 level AA (excluding live captioning and audio description)