

Our Commitment to AODA

York Region Children's Aid Society is committed to providing a barrier-free environment for our clients, employees, resource parents, volunteers, clients, job applicants, visitors, and other stakeholders who enter our premises and access our information. As an organization, we respect and uphold the requirements set forth under the Accessibility for Ontarians with Disabilities Act (2005), Customer Service Standard, and the Integrated Accessibility Standards Regulation for Information and Communications, Employment, Transportation, and once established, Standards for the Built Environment.

Approximately 1.8 million Ontarians live with a disability, and as the population grows older, this number is expected to increase. Our organization has made a commitment to accessibility for everyone who uses our services. Our organization has an important responsibility for ensuring a safe, dignified, and welcoming environment for everyone. We are committed to ensuring our organization's compliance with accessibility legislation by incorporating this legislation into policies, procedures, equipment requirements, training for employees, and best practices. We will review these policies and practices on a regular basis. Further we are committed to reviewing and communicating the following information with our employees:

- Legislation regarding the Human Rights Code and the Accessibility for Ontarians with Disabilities Act, 2005.
- Integrated Accessibility Standards for Information and Communications, Employment, and Transportation.
- Standards for the Built Environment (to be established)
- Accessible employment practices such as recruitment, assessment, and selection.
- Developing emergency response plans and individual workplace accommodation plans for employees with disabilities.
- Customer service standards.
- Accessible communication supports and information formats (both digital and non-digital).
- Communicating with people with various forms of disabilities.
- Accessible websites and web content.
- Assistive devices, mobility aids, service animals and support persons.
- Transportation vehicles and equipment requirements.
- Notices of service disruptions (temporary or long-term).
- Relevant policies and procedures regarding accessibility.
- Reporting procedures.
- Training procedures.

York Region Children's Aid Society realizes that providing accessible and barrier-free environments for everyone is a shared effort. As a community, all businesses and services must work together to make accessibility happen. For more detailed information on our accessibility policies, plans, and training programs, please contact the Human Resources department.

For more detailed information about our policies regarding accessibility, please contact any of our offices or our Director of Human resources.