AODA – Multi-Year Accessibility Plan for the Integrated Accessibility Standards Regulation (IASR)

Intent

Autism Ontario is committed to working towards full compliance with current standards of the Integrated Accessibility Standards Regulation (IASR) Policy, Regulation 191/11, under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) This 2021-2022 accessibility plan outlines the policies and actions that Autism Ontario will put in place to improve opportunities for people with disabilities in accordance with the requirements communicated under the Integrated Accessibility Standards, Ontario Regulation 191/11.

Statement of Commitment

Autism Ontario believes in equal opportunity and is committed to providing a barrier

-free environment that allows all people to maintain their independence and dignity. As an organization, we respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act* (2005) and its associated Regulations and strive to meet the needs of individuals with disabilities in a timely and effective manner.

Plan

	Requirement	Activities	Deliverables	Compliance Date
1.	**Ensure that websites and web content are accessible:** all public websites and all web content published on public websites after January 1, 2012 must conform to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0, Level AA	Assess Autism Ontario's website and web content Ensure that Autism Ontario's website and all of its web content published after January 1, 2012 conform to the WCAG 2.0, Level AA Test Autism Ontario's website and web content	**WCAG 2.0, Level AA compliant website**	

	Requirement	Activities	Deliverables	Compliance Date
2.	**Feedback:** Must be able to receive and respond to feedback from customers, employees and members of the public who have a disability, when asked Mechanisms for receiving feedback must be in an accessible format	Accept complaints, suggestions and/or compliments in a variety of formats Invite users of our services to provide feedback on the way Autism Ontario provides goods and services to people with disabilities in the following ways: • in-person • by telephone • in writing • by email • Autism Ontario website	**Autism Ontario Customer Service Standard Policy** **Accessible feedback initiatives**	**Revised and updated July 2021**

	Requirement	Activities	Deliverables	Compliance Date
3.	**Training:** Training on the IASR requirements that apply to the organization's business Training on the organization's obligations under the Ontario Human Rights Code Training must be provided to all employees, volunteers, Individuals involved in developing the organization's policies	Create a Training Policy which outlines the steps Autism Ontario will take to fulfill the requirements of the IASR (Working Together: The Code and The AODA) Provide ongoing training when new employees begin or when accessibility policies change Maintain records which detail who was trained and when they were trained	**Training Policy** **IASR and Ontario Human Rights Code training**	**On-going IASR and Ontario Human Rights training**

	and anyone who provides goods and services on the organization's behalf Follow-up: provide ongoing training when new employees begin or when accessibility policies change Keep records of the number of people who were trained and when they were trained			

	Requirement	**Activities**	**Deliverables**	**Compliance Date**
4.	**Establish a multi-year accessibility plan which outlines how the organization will:** Meet its accessibility requirements under the IASR Address any current barriers to accessibility Prevent and remove future barriers	Create a Multi-Year Accessibility Plan which outlines how Autism Ontario will meet its accessibility requirements under the IASR, address any current barriers to accessibility and prevent and remove future barriers	**Multi-Year Accessibility Plan**	Plan created July 2021 and revised July 2022 and 2025.
5.	**Accessibility plan follow-up:** The accessibility plan must be reviewed and updated every five (5) years	Review and up-date Multi-Year Accessibility Plan every five (5) years Ensure Autism Ontario continues to meet its accessibility requirements under the IASR Address any current barriers to accessibility	**Multi-Year Accessibility Plan**	Last review - 2025

		and prevent and remove future barriers		
6.	**Accessibility plan is made available to the public:** Accessibility plan must be posted on organization's websites or another public location Information must be given to all who ask for it Accessibility plan must be available in an accessible format	Post Multi-Year Accessibility Plan on Autism Ontario's website Provide Multi-Year Accessibility Plan to individuals, upon request Employ assistive technology to assess website and web content	**Multi-Year Accessibility Plan**	Revised plan posted July 2025

Review and Update

This document was approved on July 20, 2022 and was reviewed and updated in 2025.