

I'd like to discuss two very essential provincial legislations: Ontario Human Rights Code and Accessibility for Ontarians with Disabilities Act. I will also touch on the Accessibility for Ontarians with Disabilities Act Employment Standard and Employer's Legal Obligations at the provincial level.

The Ontario Human Rights Code explicitly states that the duty to accommodate is a legal obligation for employers, unions, landlords, and service providers and they have this under the code to meet the needs of persons with disabilities. Sign language interpreting, including the use of deaf interpreters and real time captioning is a recognised accommodation under the code, thereby making the provision of sign language interpreting or captioning services a legal obligation. Failing to provide or cover the costs of qualified interpreters or captioners constitutes a violation of a Deaf or Hard of Hearing individual's human rights. Discrimination based on disability, and the duty to accommodate, information for employers. Website.

Accessibility for Ontarians with Disabilities Act AODA aims to identify, remove, and prevent new barriers for Ontarians with Disabilities. The AODA became law and applies to all levels of provincial and municipal government, non-profit organisations, and private sector businesses in Ontario that have one or more employees. The AODA has five standards which are included in the Integrated Accessibility Standards (IASR) are these include the Customer Service Standard, Employment standard. Information and Communication Standard, Design of Public Spaces Standard, and Transportation Standard.

It is essential that you understand that compliance with the AODA does not necessarily mean compliance with the Ontario Human Rights Code. Employers and service providers must follow both the AODA And the Human Rights Code. For more information regarding the Access Forward Employment Standard Module, please see the link provided.