



Plan Review Date: December 5, 2017

MULTI-YEAR ACCESSIBILITY PLAN ANNUAL STATUS REPORT

Accessibility for Ontarians with Disabilities Act, 2005

OPTIONS northwest Multi-Year Accessibility Plan was originally posted in March 2014. The Plan describes the measures that the Agency will take over the five year period from 2013 to 2018 to identify, remove and prevent barriers to people with disabilities who work, learn and participate in OPTIONS northwest services and supports, including people receiving services, friends and family of people receiving service, community partners, staff, students on placement, volunteers, including Board members and visitors.

Original Plan Posting Date: March 14, 2014
Revised Plan Posting Dates: August 12, 2014, January 20, 2015, April 2016, December 2017

Status of Identified Target Dates for Completion

AODA REQUIREMENTS	LEGISLATED COMPLIANCE DATE	TARGET DATE FOR COMPLETION & ACTIONS TO DATE	STATUS
IAS Regulation – Information and Communication Standard 2.b) Accessible formats and communication supports	January 1, 2016	June 30, 2015 Actions: Development of New policy – AD-I-12 on Accessibility Standards – Statement of Organizational Commitment, specifically Appendix A	Completed March 14, 2014
IAS Regulation- Information and Communication Standards 2.d) Accessible Websites	January 1, 2014	d)(i) Under review for new website development to conform with WCAG 2.0 at Level A Actions: New website launch May 2016	d)(i) Completed May 19, 2016 with launch of new website
	January 1, 2021	d)(ii) December 31, 2019 Actions: New/updated Website developed conforming with WCAG 2.0 at Level AA-launch May 19, 2016	d)(ii) Completed May 19, 2016 with launch of new website

AODA REQUIREMENTS	LEGISLATED COMPLIANCE DATE	TARGET DATE FOR COMPLETION & ACTIONS TO DATE	STATUS
IAS Regulation- Employment Standards 3.a) Recruitment	January 1, 2016	June 30, 2015 Actions: Amendments to the following policies: HR-I-1-Recruitment, Selection, Placement, General HR-I-3-Non Discrimination HR-III-20-Transfers Outside of Job Postings/Vacancies HR-III-21-Trial Periods HR-III-23-Probationary Periods HR-III-36-Internal Notification of Vacancy/Job Postings	Completed March 8, 2016
IAS Regulation- Employment Standards 3.c) Accessible Formats and Communication Support	January 1, 2016	November 2015 Actions: New policy-AD-I-12 developed in 2014 includes Appendix B –Accessibility in Employment Procedures And Amendments to the following policies: HR-III-25- Bulletin Boards HR-I-9-Staff Orientation and Training	Completed March 8, 2016
IAS Regulation- Employment Standards 3.f) Return to Work	January 1, 2016	December 31, 2014 Actions: Amendments to the following policies: HR-XI-27-Workplace Accommodation HR-III-35-Attendance Management and Return to Work	Completed March 8, 2016
IAS Regulation- Employment Standards 3.g) Performance Management	January 1, 2016	June 30 2015 Actions: Amendments to policy HR-IV-1-Performance Management System	Completed March 8, 2016
IAS Regulation- Employment Standards 3.h) Career Development	January 1, 2016	June 30, 2015 Actions: Amendments to the following policies: HR-IV-1-Performance Management and HR-III-36-Internal Notification of Vacancy/Job Postings	Completed March 8, 2016

AODA REQUIREMENTS	LEGISLATED COMPLIANCE DATE	TARGET DATE FOR COMPLETION & ACTIONS TO DATE	STATUS
IAS Regulation- Employment Standards 3.i) Redeployment	January 1, 2016	June 30, 2015 Actions: Amendments to the following policies: HR-III-20 Transfers Outside of Job Postings/Vacancies HR-III-36-Internal Notification of Vacancy/Job Postings HR-I-1-Recruitment, Selection, Placement, General	Completed March 8, 2016