

Accessibility for Ontarians with Disabilities Act, 2005 (AODA)

As you may be aware, organizations and businesses in Ontario are mandated to meet certain requirements of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) by certain dates. This is done to ensure that Ontario is fully accessible to individuals with disabilities by 2025.

CANES Statement of Commitment:

CANES Community Care respects the dignity and independence of all people and is committed to providing equal opportunity for all individuals to benefit from services and employment offered by CANES Community Care. CANES Community Care is committed to be in compliance with the Accessibility for Ontarians with Disabilities Act (AODA), 2005. Further, the Accessibility Plan is monitored and evaluated each year to ensure the ongoing prevention and removal of any potential barriers at CANES.

Multi-Year Accessibility Plan Summary

Timeline	Action
2013	Recreated Policy
	Created Multi-Year Accessibility Plan
	Trained staff on AODA
2014	Ensured all new website content posted meets WCAG 2.0 level A requirements
	Trained staff, volunteers and Board members on AODA
	Ensured Feedback Processes will be made Accessible when requested going forward
	Filed Accessibility Report
2015	Committed to ensuring that every effort is made to accommodate individuals when accommodation is requested during recruitment, the hiring process, and as part of the return to work process
	Began providing notification of accommodation upon request
	Developed written process for developing individual accommodation plans
	Ensured organizational information will be made accessible upon request
	Ensured public spaces for which CANES has control over will be made accessible

	Re-trained staff, volunteers and Board members on AODA
2016	Re-trained staff, volunteers and Board members on AODA
2017	Filed Accessibility Report
	Re-trained staff, volunteers and Board members on AODA
2018	Re-trained staff on AODA
	Updated Multi-Year Accessibility Plan
2019	Updated Multi-Year Accessibility Plan
	Re-train staff, volunteers and Board members on AODA
2020	Ensure all new website content posted meets WCAG 2.0 level AA requirements
	File Accessibility Report
	Re-train staff, volunteers and Board members on AODA
2021	Updated Multi-Year Accessibility Plan
	Re-train staff, volunteers and Board members on AODA
2022	Updated Multi-Year Accessibility Plan
	Re-train staff, volunteers and Board members on AODA
	Installed accessible automatic door openers on all head office entry points and washrooms
2023	Updated Multi-Year Accessibility Plan
	Re-train staff, volunteers and Board members on AODA

CANES Community Care is committed to compliance with the Accessibility for Ontarians with Disabilities Act (AODA), 2005. We welcome feedback from our clients, caregivers, community and staff. If you should have any comments or suggestions around improvement of any potential barriers that exist in the service and employment opportunities that CANES Community Care provides, please contact CANES' Human Resources department at via telephone 416-743-3892 or via email at hr@canes.on.ca.