

LABOUR AND EMPLOYMENT

UPDATE ALERT: Accessibility for Ontarians with Disabilities Act by *W. Eric Kay and Andrew J. Skinner*

We previously distributed two Client Alerts with respect to the new employer obligations under the Accessibility for Ontarians with Disabilities Act (“AODA”) on January 16, 2013 and October 15, 2015.

To summarize, the AODA mandates the following:

1. Customer Service Standard
2. Information and Communications Standard
3. Employment Standard
4. Transportation Standard
5. Design of Public Spaces Standard

Note that a new requirement under of the AODA will come into effect:

December 31, 2017

By this date, all businesses/organizations having 20 or more employees must file an online AODA compliance report with the Government of Ontario confirming its continued compliance with the AODA.

Failure to comply with reporting (and other obligations) under the AODA could result in:

1. a fine of up to \$100,000 per day for a corporation/organization that is found guilty; and
2. a fine of up to \$50,000 per day for directors and officers of a corporation/organization that is found guilty.

To request copies of our earlier Client Alerts on the AODA, please contact Eric Kay at ekay@dickinsonwright.com.

This Client Alert is published by Dickinson Wright LLP to inform our clients and friends of important developments in the field of labour and employment law . The content is informational only and does not constitute legal or professional advice. We encourage you to consult a Dickinson Wright lawyer if you have specific questions or concerns relating to any of the topics covered in here.

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