



The
Teach**Able**
Project

Accessible Ontario

**Integrated Accessibility Standards
Orientation for School Board Program
and Classroom Staff**



Accessible Ontario

Ontario's new Integrated Accessibility Standards Regulation (IASR) requires that all staff receive training on

- (a) the requirements of the accessibility standards set out in the IASR and,
- (b) The Ontario Human Rights Code as it pertains to persons with disabilities. We offer this overview of the Regulation which will support our progress towards an Accessible Ontario by 2025.



Accessible Standards and the Ontario Human Rights Code

The Ontario Human Rights Code contains provisions that promote and protect the rights of persons with disabilities.

To become fully aware of how these provisions of the Ontario Human Rights Code align with the Integrated Accessibility Standards, please access the training module on Human Rights Code available at: www.ohrc.on.ca



Accessible Ontario

This presentation provides:


- Overview of Accessibility in Ontario
- Identification of Accessibility Standards
- Review of Barriers to Accessibility
- What classroom-based staff need to know –
TheTeachAbleProject
- Details of Standards requirements in:
 - Information and Communications
 - Employment
 - Student Transportation



Profile of Disability in Ontario

The numbers:

- About **1 in 7** (1.85 million) Ontarians has a disability
- As population ages, the number will increase. In 2025, **1 in 5** Ontarians will be 65 or older – nearly 6.7 million people
- **38%** of people will experience either a permanent or a temporary disability over the course of their lives
- Right now, **53%** of Canadians either have a disability or have someone in their immediate family circle who is living with a disability



Accessibility for Ontarians with Disabilities Act, 2005 (AODA)

The goal of the Accessibility for Ontarians with Disabilities Act is to have an accessible Ontario by 2025



AODA Accessibility Standards

Accessibility Standards cover the following areas:

- Customer Service (implemented)
- Built Environment (yet to be released)
- Employment*
- Information and Communications*
- Transportation*

*These are combined in the Integrated Accessibility Standards Regulation



Integrated Accessibility Standards

The Integrated Accessibility Standards became an Ontario Regulation in July, 2011 and address the following three Standards:

- Information and Communications
- Employment
- Transportation



Standards address Barriers

Accessibility Standards address issues that pose major barriers for people with disabilities. A barrier could be:

- A physical barrier
- An architectural barrier
- An information or communications barrier
- An attitudinal barrier
- A technological barrier
- A policy or practice



More about Barriers

Barriers are further reinforced by:

- Bias
- Lack of information
- Stereotypes
- Myths
- Prejudice
- Lack of Awareness
- Unwillingness



Putting Integrated Accessibility Standards into Practice

School Boards must have policies, practices and procedures that ensure accessible services for people with disabilities in the areas of:

- Information and Communications
- Employment
- Student Transportation

They must also have a multi-year Accessibility Plan outlining strategies to prevent and remove barriers.



Program/Classroom Staff

By January 2013

- All staff who design, deliver or teach educational programs and courses will undertake accessibility awareness training related to their responsibilities
- A key intent of this requirement is that classroom staff will be able to deliver instruction through a lens of accessibility awareness



The TeachAble Project for Program and Classroom Staff

- The TeachAble Project offers Program and Classroom Staff a rich array of resources designed to build accessibility awareness
- These are available on an easy-to-use website and offer opportunities to deepen knowledge of accessibility at the school level



The TeachAble Project Resources

- An Introductory Module on Accessibility Awareness
- Model Lessons Plans that incorporate accessibility awareness – written by Ontario teachers, aligned with Ontario curriculum, and ready to use
- An inventory of resources about accessibility



Information & Communications Standard Training Resources & Materials

As of January 2013:

- When requested, School Boards need to be able to provide educational and training resources or materials in an accessible format
- The School Board will procure an accessible or conversion ready electronic format where available
- Where the resource is not available in these formats, comparable resources will be provided



Information & Communications Standard Information about Programs

As of January 2013:

- When requested, School Boards need to be able to provide information on the requirements, availability and descriptions of its educational programs in an accessible format



Information & Communications Standard Student Records

As of January 2013:


- When requested, School Boards need to be able to provide student records in an accessible format



Information and Communications Standard

As of January 2015:

- School Boards are required to provide accessible formats and communication supports upon request to people with disabilities – in a timely manner and at no greater cost than charged to others
- School Boards, in determining the best format, must consult with the person making the request



Information and Communications Standard Websites

As of January 2014:

- School Boards must ensure that new websites and new web content meet WCAG* 2.0, Level A accessibility standards

As of January 2021:

- School Boards must ensure that all its websites and web content meet WCAG 2.0, Level AA accessibility standards

* WCAG: World Wide Web Consortium Web Content Accessibility Guidelines



Information & Communications Standard

School Libraries

As of January 2015:

- When requested, School Boards need to be able to provide, procure or acquire accessible or conversion ready format of **print resources** for a person with a disability

As of January 2020:

- School Libraries will be able to provide, procure or acquire an accessible or conversion ready format of **digital or multi-media resources** upon request by a person with a disability



Accessible Employment Standard

This Standard builds on existing requirements of the *Ontario Human Rights Code* to accommodate persons with disabilities




Accessible Employment Standard

By January 2014:

School Boards are required to have processes to ensure that:

- Recruitment is accessible (e.g. making accommodations for interviews)
- Workplace information and communications are provided in accessible formats
- Individual accommodation plans are developed for employees with disabilities




Accessible Employment Standard (cont'd)

By January 2014:

School Boards are required to have processes to ensure that:

- Employees returning to work after disability-related absences are accommodated
- Accessibility needs are considered through the full spectrum of employment including performance management, career development and redeployment
- Individualised workplace emergency response information is provided for employees with disabilities
(Required by January 1, 2012)




Accessible Transportation Standard

Accessible Student Transportation

By July 1, 2011:

- School Boards shall ensure provision of integrated accessible school transportation for their students,
- OR**
- Appropriate alternative accessible transportation services for students with disabilities where integrated accessible services are not possible or not the best option for a student



Accessible Transportation Standard Accessible Student Transportation

By January 2014:

- School Boards shall consult with parents or guardians of students with disabilities to develop individual school transportation plans that detail student assistance needs for each student with a disability
- This includes plans for boarding, securement and deboarding, and a process to identify and communicate roles and responsibilities for all those involved in the student's transportation



Resources

- **TRAINING FOR CLASSROOM STAFF**

SEE: The TeachAble Project

- **GENERAL TRAINING – ALL STAFF**

www.accessforward.ca

www.ohrc.on.ca

- **GENERAL GUIDELINES – RESOURCES**

www.mcass.gov.on.ca/en/mcass/programs/accessibility/info_sheets