

**How to Manage Accessibility Obligations:
Integrating AODA, Human Rights Code and Related
Legislative Requirements**



Date: Wednesday, February 4, 2015 | 9:00 am – 12:20 pm

This program is eligible for up to 3.25 Substantive Hours

Location: Westin Harbour Castle Conference Centre,
2 Harbour Square, Toronto, ON

Program Chairs: **Antonella Ceddia**, Legal Services Division, City of Toronto
Andrea Wobick, Ursel Phillips Fellows Hopkinson LLP

Since coming into force in 2005, the *Accessibility for Ontarians with Disabilities Act* (“AODA”) has imposed an assortment of obligations on employers and service providers, and new requirements continue to come into effect. AODA’s goal of making Ontario accessible for persons with disabilities is not new, but is shared by the Ontario *Human Rights Code* (“the Code”) protection against discrimination based on disability and associated duty to accommodate. How do the obligations under AODA and the Code, along with various other pieces of legislation, such as the *Building Code* and the *Employment Standards Act*, work together in practice? How can employers and service providers integrate their various obligations to create a barrier-free environment? What are the consequences of failing to do so?

Join us for this critical program to gain invaluable tools and strategies for helping your clients effectively achieve and maintain compliance with the myriad of interrelated legislative obligations. Brush up on the new and continuing obligations, and explore practical techniques for implementing and enforcing essential policies, procedures and practices.

9:00 am Welcome and Opening Remarks

9:05 am **Critical Update on AODA Requirements**

David Lepofsky, Chair, Accessibility for Ontarians with Disabilities Act Alliance

Get you up-to-speed on the current status of the rolling-out of obligations under AODA to ensure you have the expertise to advise your clients on current and upcoming requirements with confidence.

9:40 am **Making Sense of Interrelated Legislative Requirements**

Laurie Letheren, ARCH Disability Law Centre

Andrew Zabrovsky, Hicks Morley Hamilton Stewart Storie LLP

- Exploring the priorities and interplay between your clients’ responsibilities under AODA, the Code and other relevant legislation
- How can you integrate activities and policies, and establish safeguards to ensure your clients successfully meet their legal obligations?

10:45 am Networking Break

11:05 am **Best Practices and Insider Advice on Compliance and Enforcement**

Kaye Johnson, Director, Office of Human Rights, Equity & Accessibility, University of Windsor

Rory Burke, Accessibility Directorate of Ontario, Ministry of Economic Development, Employment & Infrastructure

- Practical strategies for implementing your new policies, procedures and practices, and achieving employee buy-in
- How to manage ongoing compliance
- Regulator perspectives: Insights on enforcement powers and priorities

12:10 pm Questions and Closing Remarks

12:20 pm Program Concludes

Register at oba.org/institute2015

Questions? Toll Free: 1-800-668-8900 | Tel: 416-869-1047 | pd@oba.org

