



The  
Teach**Able**  
Project

# Accessible Ontario

Integrated Accessibility  
Standards Orientation  
for School Board Staff

## **This booklet offers:**

Overview of Accessibility in Ontario

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Identification of Accessibility Standards

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Review of Barriers to Accessibility

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Integrated Accessibility Standards in School Boards

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Details of Standards requirements in:

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Information and Communications

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Employment

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Student Transportation

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Resources

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# OVERVIEW OF ACCESSIBILITY IN ONTARIO.

Ontario's new Integrated Accessibility Standards Regulation (IASR) requires that all staff and volunteers 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.



## The Accessibility for Ontarians with Disabilities Act (2005)

The goal of the Accessibility for Ontarians with Disabilities Act is to have an accessible Ontario by 2025. Accessibility is to be achieved through implementation of Accessibility Standards.

### Accessibility Standards

Accessibility Standards cover the following areas:

- Customer Service (implemented)
- Built Environment
- Employment
- Information and Communications
- Transportation

### Integrated Accessibility Standards Regulation

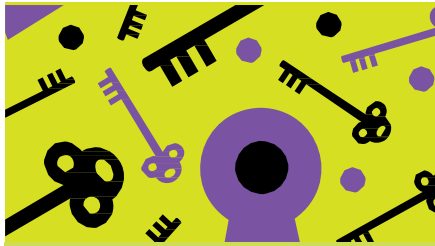
Integrated Accessibility Standards became an Ontario Regulation in July, 2011 and combine the following three Standards:

- Information and Communications
- Employment
- Student Transportation



### Accessibility 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 at: [www.ohrc.on.ca](http://www.ohrc.on.ca)



## PROFILE OF DISABILITY IN ONTARIO.

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



### Barriers to Accessibility

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

Barriers are further reinforced by:

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

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### INTEGRATED ACCESSIBILITY STANDARDS IN SCHOOL BOARDS

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 and Classroom Staff

In 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  
Visit: [theteachableproject.org](http://theteachableproject.org)

The website includes:

- 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

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### Information & Communication Standard

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

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



As of January 2013

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

As of January 2014

- 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

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 2015

- When requested, School Libraries 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

As of January 2021

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



## Accessible Employment Standard

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

By January 1, 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
- Individualized workplace emergency response information is provided for employees with disabilities (This has been a requirement since January 1, 2012)



## 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

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 debording, and a process to identify and communicate roles and responsibilities for all those involved in the student's transportation

## RESOURCES

- TRAINING FOR CLASSROOM STAFF  
[www.theteachableproject.org](http://www.theteachableproject.org)
- GENERAL TRAINING – ALL STAFF  
[www.accessforward.ca](http://www.accessforward.ca)  
[www.ohrc.on.ca](http://www.ohrc.on.ca)
- GENERAL GUIDELINES – RESOURCES  
[www.mcass.gov.on.ca/en/mcass/programs/accessibility/info\\_sheets](http://www.mcass.gov.on.ca/en/mcass/programs/accessibility/info_sheets)