

Accessibility for Ontarians with Disabilities Act(AODA) is mandated accessibility for persons with disabilities.

### **Why does Ontario have this legislation?**

Ontario needs to be more accessible to people with disabilities. It is the right thing to do. It also makes good sense economically and socially. Ontario's population is getting older. Twenty years from now, 20 per cent of the people living in the province will probably have a disability of some kind. When barriers get in the way of people with disabilities participating fully in society as a result of their disabilities, everyone in Ontario loses. The Accessibility for Ontarians with Disabilities Act, 2005 (AODA) provides a way for Ontario to become barrier-free.

### **Who is included?**

The AODA covers both the public and the private sectors.

### **What is a “disability”?**

The AODA uses the Ontario Human Rights Code's definition of “disability.” This definition includes physical, mental health, developmental and learning disabilities. A disability may be visible or not visible.

### **What is a barrier?**

A barrier is anything that keeps someone with a disability from participating fully in society because of his or her disability. A barrier can be visible or invisible. An example of a visible barrier is a building with steps but no ramp. An example of a barrier that is invisible is a policy that sets a time limit for completing a test for employment or for training or promotion opportunities.

## **Accessibility Documents**

**Accessibility for Ontarians with Disabilities Act**

**Emco Corporation AODA Policy**

**Accessibility for Ontarians with Disabilities Act Policy Explanation**

**Customer Service Feedback Form**