

AODA – Multi-Year Accessibility Plan for the Integrated Accessibility Standards Regulation (IASR)

Intent

This (2012) to (2020) accessibility plan outlines the policies and actions that Durhamway Bus Lines Inc. will put in place to improve opportunities for people with disabilities in accordance with the requirements communicated under the [Integrated Accessibility Standards, Ontario Regulation 191/11](#).

Statement of Commitment

Durhamway Bus Lines Inc. believes in equal opportunity and is committed to providing a barrier-free environment that allows all people to maintain their independence and dignity. As an organization, we respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act (2005)* and its associated Regulations and strive to meet the needs of individuals with disabilities in a timely and effective manner.

Plan(NA = Not Applicable)

General Requirements			
Accessibility Requirement:	Establishment of accessibility policies	Compliance Deadline:	Complete
Current Barriers:	None		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:	Brian Bulger	Results:	
Accessibility Requirement:	Procuring or acquiring goods, services or facilities *not required for large private and not-for profit organizations*	Compliance Deadline:	Complete
Current Barriers:	None		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		

Responsible Authority:	Brian Bulger	Results:	
Accessibility Requirement:	Designing/procuring or acquiring self-serve kiosks	Complete	Complete
Current Barriers:	None		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Training on IASR and the Human Rights Code	Compliance Deadline:	Complete
Current Barriers:	None		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:	Brian Bulger	Results:	
Information and Communications Standard			
Accessibility Requirement:	Feedback Process	Compliance Deadline:	Complete
Current Barriers:	None		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:	Brian Bulger	Results:	
Accessibility Requirement:	Accessible formats and communication supports	Compliance Deadline:	Complete
Current Barriers:	None		

Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:	Brian Bulger	Results:	
Accessibility Requirement:	Emergency procedures, plans or public safety information	Compliance Deadline:	Complete
Current Barriers:	None		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Accessible websites and web content	Compliance Deadline:	Complete
Current Barriers:	None		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:	Brian Bulger	Results:	
Accessibility Requirement:	Educational and training resources or materials	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Training to educators	Compliance Deadline:	NA

Requirement:		Deadline:	
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	

*There are specific requirements for the Information and Communications Standard that have not been addressed above - if they apply to your organization, ensure to expand the table above.**

Employment Standard			
Accessibility Requirement:	Recruitment, assessment and selection processes	Compliance Deadline:	Complete
Current Barriers:	None		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:	Brian Bulger	Results:	
Accessibility Requirement:	Informing employees of supports	Compliance Deadline:	Complete
Current Barriers:	None		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:	Brian Bulger	Results:	
Accessibility Requirement:	Accessible formats and communication supports for employees	Compliance Deadline:	Complete
Current Barriers:	None		
Plan to Meet Requirements:	•		

Potential Future Barriers:	•		
Responsible Authority:	Brian Bulger	Results:	
Accessibility Requirement:	Workplace emergency response information	Compliance Deadline:	Complete
Current Barriers:	Complete		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:	Brian Bulger	Results:	
Accessibility Requirement:	Documented individual accommodation plans	Compliance Deadline:	Complete
Current Barriers:	None		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:	Brian Bulger	Results:	
Accessibility Requirement:	Return to work process	Compliance Deadline:	Complete
Current Barriers:	None		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:	Brian Bulger	Results:	
Accessibility Requirement:	Performance management process	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	

Accessibility Requirement:	Career development and advancement	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Redeployment	Compliance Deadline:	
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	General responsibilities	Compliance Deadline:	Complete
Current Barriers:	None		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:	Brian Bulger	Results:	
Accessibility Requirement:	Availability of information on accessibility equipment	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Non-functioning accessibility equipment	Compliance Deadline:	

Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Accessibility training	Compliance Deadline:	Complete
Current Barriers:	None		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:	Brian Bulger	Results:	
Accessibility Requirement:	Emergency preparedness and response policies	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Fares for support persons	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Accessibility plans	Compliance Deadline:	Complete
Current Barriers:	None		
Plan to Meet Requirements:	•		

Potential Future Barriers:	•		
Responsible Authority:	Brian Bulger	Results:	
Accessibility Requirement:	Alternative accessible method(s) of transportation	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Fares (equal fares and accessible fare payment options)	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Transit stops Requirement:	Fares (equal fares and accessible fare payment options)	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Transit stops Requirement:	Storage of mobility aids and mobility assistive devices	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	

Transit stopsRequirement:	Fees for the storage of mobility aids and mobility assistive devices	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Transit stopsRequirement:	Courtesy seating	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Transit stopsRequirement:	Service disruptions	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Transit stopsRequirement:	Pre-boarding announcements (verbal and electronic)	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Transit stopsRequirement:	On-board announcements (verbal and electronic)	Compliance Deadline:	NA

Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Transit stops Requirement:	Technical requirements (sections 53-62)	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Transportation Standard - Specialized Transportation			
Accessibility Requirement:	Availability of information on accessibility equipment	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Non-functioning accessibility equipment	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Accessibility training	Compliance Deadline:	NA
Current Barriers:	•		

Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Emergency preparedness and response policies	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Fares for support persons	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Accessibility plans	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Categories of eligibility	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		

Responsible Authority:		Results:	
Accessibility Requirement:	Eligibility application	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Emergency or compassionate grounds	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Fare Parity	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Visitors	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Origin to destination services	Compliance	NA

Requirement:		Deadline:	
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Coordinated services	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Hours of service	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Bookings	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Trip restrictions	Compliance Deadline:	NA
Current Barriers:	•		

Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Service delays	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Companions and children	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	

Design of Public Spaces (Accessibility Standards for the Built Environment)			
Accessibility Requirement:	Make recreation trails and beach access routes accessible	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Make outdoor public eating areas accessible	Compliance Deadline:	NA

Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Make outdoor play spaces accessible	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Make exterior paths of travel accessible	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Make parking accessible (off-street and on-street) *On-street parking does not apply to private and not-for profit organizations*	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		

Responsible Authority:		Results:	
Accessibility Requirement:	Make service counters, queuing guides and waiting areas accessible	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	
Accessibility Requirement:	Maintain the accessible parts of your public spaces	Compliance Deadline:	NA
Current Barriers:	•		
Plan to Meet Requirements:	•		
Potential Future Barriers:	•		
Responsible Authority:		Results:	

This standard applies to public spaces that are newly constructed or redeveloped on and after the timelines established in legislation. Unplanned changes to existing public spaces to meet the standard are not required (includes emergency repairs or forced changes that were not anticipated or planned for in advance).

Review and Update

This document was created on (Insert Date) and must be reviewed and updated by (Insert Date).