



Section: HUMAN RESOURCES  
Sub-section: Accessibility and  
Accommodation  
Policy #: HR-AA-002

Subject: Integrated Accessibility Standards  
Regulation Policy  
Effective Date: January 31, 2020  
Revision Date: January 1, 2021

## POLICY

### POLICY STATEMENT

The Accessibility for Ontarians with Disabilities Act, 2005 (AODA) provides for the development, implementation and enforcement of accessibility standards in order to achieve accessibility for persons with disabilities in all aspects of society. The Corporation of the City of Barrie shall ensure accessibility compliance as outlined by the AODA, in the following key areas as they relate to municipal business:

- General Requirements (Procurement, AODA Training and Policy)
- Information and Communication
- Customer Service
- Employment
- Transportation
- Built Environment and Public Spaces.

All City policies, procedures, bylaws, standards and guidelines must comply with the AODA, and provide for dignity, independence, integration and equal opportunity for people with disabilities.

City goods, services and facilities are to be available to people with disabilities in a manner that:

- Is free from discrimination
- Takes individual needs into account where a uniform response is inappropriate, to ensure that there are no barriers to access or participation, and that individuals with disabilities are treated equitably.

Barrie is one of Ontario's leading communities in accessibility and is committed to accessibility and the tenets of the AODA. The City is actively working to remove barriers to persons with disabilities.

### SCOPE

This policy applies to all City employees, elected officials, students and volunteers.

Any individual or third party organization that provides goods, services, and facilities on behalf of the City is also required to demonstrate compliance with the AODA.

### PURPOSE

The purpose of this policy is to establish a framework for the City's commitment to accessibility, and all requirements of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA), and all requirements outlined in the Integrated Accessibility Standards Regulation (IASR) under the AODA.

### REFERENCES AND RELATED DOCUMENTS

- a. Ontarians with Disabilities Act (ODA)
- b. Accessibility for Ontarians with Disabilities Act (AODA)
- c. Ontario Human Rights Act
- d. City of Barrie Accessible Customer Service Policy