

HealthForceOntario Accessibility Status Report

July 2018

- Background 3
- Accessibility for Ontarians with Disabilities Act, 2005 3
- Organizational Responsibility 3
- Statement of Organizational Commitment 4
- Status Update – Summer 2018 4
 - Part I – General Requirements..... 4
 - Part II – Information and Communication Standards..... 4
 - Part III – Employment Standard 4
 - Part IV – Continuing Assessment of Potential Accessibility Barriers..... 4

Background

HealthForceOntario Marketing and Recruitment Agency (the agency) arose out of the Government of Ontario's health human resources strategy. The agency's vision is to bring health human resources to life. Our mission is to inspire, develop and drive health human resources solutions. Values of client centredness, high-quality outcomes, and value for money support our work.

We have identified four strategic objectives that will guide our work in an ever evolving provincial landscape:

1. Support government and LHIN health workforce objectives;
2. Enhance support for northern, rural and remote communities;
3. Support Internationally Educated Health Professionals pursue a career in health care;
4. Extend reach to a broader range of health disciplines.

Accessibility for Ontarians with Disabilities Act, 2005

The Accessibility for Ontarians with Disabilities Act, 2005 ("AODA") is a provincial act with the purpose of developing, implementing and enforcing standards in order to achieve accessibility for persons with disabilities regarding goods, services, facilities, accommodation, employment, buildings, structures and premises.

Under the AODA, Ontario Regulation 191/11 entitled, "Integrated Accessibility Standards" (IASR) came into effect on July 1, 2011. This regulation establishes accessibility standards for information and communication, employment and transportation. Designated public-sector organizations must comply with the phased-in requirements of this standard beginning January 1, 2012.

The Multi-Year Accessibility Plan (MYAP) addresses the specific, mandatory requirements of the AODA and is available in an accessible format, upon request.

Organizational Responsibility

The agency's MYAP is the roadmap to becoming an increasingly accessible organization. It addresses the current and future requirements of the AODA, developed in consultation with agency employees, persons with disabilities, and external AODA consultants.

The MYAP will be reviewed on an annual basis, and updated once every five years. The MYAP and related status reports have been posted on the healthforceontario.ca website, and will be made available to the public in an accessible format upon request.

Statement of Organizational Commitment

The agency is committed to treating all people in a way that allows them to maintain their dignity and independence.

We will continue to create and maintain policies, practices and procedures that are consistent with the core principles of independence, dignity, integration, equality and opportunity. Committed to meeting the needs of people with disabilities in a timely manner, the agency will do so by preventing and removing barriers, or providing alternatives where possible, with respect to accessibility, and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act (AODA).

Status Update – Summer 2018

Part I – General Requirements

Training was completed in spring 2016 for new employees and will continue to be provided through a new online learning platform as new employees are hired.

Part II – Information and Communication Standards

The agency continues to inform the public that it is committed to accessible customer service. Signage and a television screen providing information on our commitment to accessible customer service are prominently displayed in reception area.

Part III – Employment Standard

The agency continues to work with employees with disabilities to provide appropriate support and accommodation. Members of the public seeking employment opportunities and/or participating in the recruitment process with the agency continue to be provided with a means to request accommodation.

Part IV – Continuing Assessment of Potential Accessibility Barriers

An automatic door opener (ADO) was installed at our main entrance on the ground floor in spring 2018, providing barrier free access to the building.

The agency will continue to identify and remove potential barriers to accessibility.