

CUST011_Accessibility_WORD

1. Accessibility Standards

1.1 ilearn



1.2 QUICK START:

QUICK START:
How to Complete this eLearning Course

The screenshot shows the iLearn interface with several elements highlighted by red boxes and numbered callouts:

- 1** Resources button
- 2** Menu button
- 3** Search bar
- 4** Navigation buttons (PREV, NEXT)
- 5** Back button
- 6** Course progress indicator (25%)

1 Click **RESOURCES** for corporate policies and other course resources

2 The **MENU** indicates where you are within the learning

3 Use the **SEARCH** to locate a word anywhere within the learning

4 Click **NEXT** or **PREV** to advance forward or backward through the learning

5 If the learning contains audio, adjust the volume. All videos are closed captioned

6 The course progress shows how much of the learning you have completed

1.3 Introduction

Accessibility Regulations

Introduction

The AODA Standards: Information and Communications, Transportation, Employment, and Design for Public Spaces, were harmonized under the Integrated Accessibility Standards Regulation (IASR) which came into effect July 1, 2011. The regulation streamlines requirements common to each standard and will help create inclusion for everyone in Ontario, regardless of their abilities.

The course will take approximately **15 minutes** to complete.

There will be a short quiz at the end of the training.

1.4 Leader in Accessibility

Leader in Accessibility

Introduction

Ontario is the first jurisdiction in the world to move from legislation that reacts to complaints to legislation that takes a proactive approach to mandating accessibility.

It is the only jurisdiction in the world that requires public and private sector organizations to train their staff on how to provide accessible customer service.

Ontario is the only jurisdiction in Canada with legislation that sets out a clear goal and a time frame in which to meet that goal - accessibility in the areas that most impact the daily lives of people with disabilities by 2025.



1.5 Vision for Ontario by 2025

Vision for 2025



To improve accessibility in the areas that most impact the daily lives of the one in seven Ontarians with disabilities who may face barriers to accessing jobs, goods, services, education, community and social activities.

Notes:

1.6 What is a Disability?

What is a Disability?

Introduction

The AODA uses the same definition of disability as the Ontario Human Rights Code.

It includes visible and non-visible disabilities, as well as disabilities of varying degrees of severity; as well as disabilities that may be temporary or permanent. Included are physical disabilities (e.g., hearing and vision), or learning disabilities (e.g., reading and writing).

Physical Disability

Mental Disability

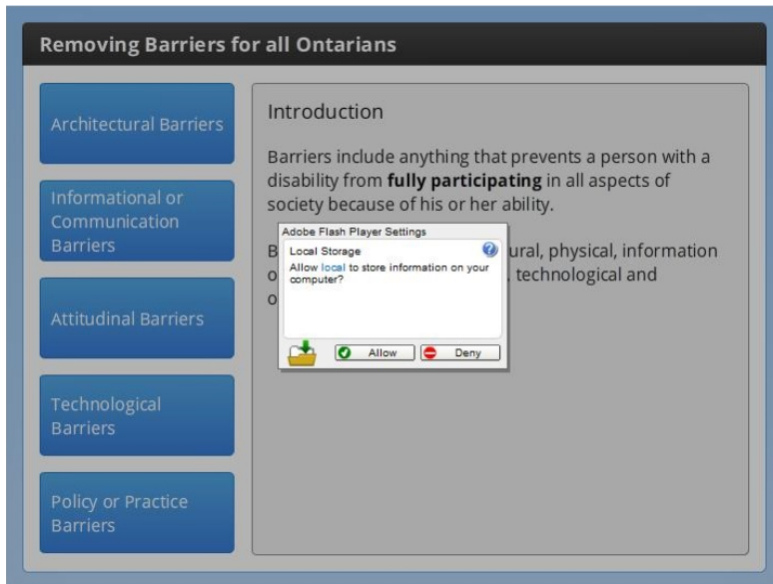
Adobe Flash Player Settings

Local Storage

Allow local to store information on your computer?

Allow Deny

1.7 Removing Barriers



The screenshot shows a presentation slide with a dark blue header containing the title "Removing Barriers for all Ontarians". On the left side, there is a vertical list of five blue buttons: "Architectural Barriers", "Informational or Communication Barriers", "Attitudinal Barriers", "Technological Barriers", and "Policy or Practice Barriers". The main content area has a light gray background and is titled "Introduction". It contains the text: "Barriers include anything that prevents a person with a disability from **fully participating** in all aspects of society because of his or her ability." Below this text, there is a small white dialog box titled "Adobe Flash Player Settings" with a "Local Storage" section and a question "Allow local to store information on your computer?". At the bottom of the dialog box are "Allow" and "Deny" buttons. To the right of the dialog box, the text "ural, physical, information technological and" is partially visible.

1.8 Accessibility Benefits Everyone



Notes:

1.9 Vision for Ontario by 2025



Notes:

1.10 Employment Standard

IASR
Integrated Accessibility Standards Regulation 

Click on each button below to learn more about the AODA Standards harmonized under IASR.

Employment Standard	Information and Communications Standard
Transportation Standard	Design for Public Spaces Standard

Notes:

1.11 Core Values

Accessibility and our Core Values

Reflected in our LHSC core values of *trust, respect* and *collaboration*,

all of our patients, their families, and visitors benefit from the same care and services, in the same place, and in the same or similar manner as others.

The accessibility needs of LHSC employees are considered through the full spectrum of employment including performance management, career development, and redeployment.

Notes:

1.12 Employment Standard

Removing Barriers Employment Standards

The Employment Standard builds on the existing requirements of the Ontario Human Rights Code.

The standard removes barriers to entering the workforce and promotes inclusive workplaces that accommodate persons with disabilities.

Notes:

1.13 Inclusion at LHSC

LHSC is an Inclusive Workplace

LHSC develops an annual Accessibility Plan, has an Accessibility Working Group, has implemented accessibility policies, and has accessibility websites available for both the public and our employees and affiliates.

Click on the buttons below to learn more about how LHSC is an inclusive workplace.



Recruitment
and
Selection

Inclusive
Workplace

Individual
Accommodation
Plans

Notes:

Recruitment (Slide Layer)

Click X to close window

The Employment Standard at LHSC Recruitment and Selection

LHSC is making its recruitment and selection processes more inclusive in the following ways:

- At the Application Stage: Accessibility accommodations for job applicants with disabilities are available on request.
- At the Assessment and Selection Stage: If an accommodation is requested, LHSC will consult with the person and provide or arrange for the provision of a suitable accommodation. For example, providing interview materials in large font.
- At the Notification Stage: Successful applicants will be notified of the hospital's policies for accommodating LHSC's employees.

Inclusive (Slide Layer)

Click X to close window

The Employment Standard at LHSC Inclusive Workplace

LHSC is making its workplace more inclusive in the following ways:

- Informing our employees of the supports and accommodations available including accessible formats and communication supports.
- An individualized workplace emergency response plan will be developed if required for an employee with a disability.
- Accessibility needs and accommodations will be taken into consideration in return to work plans, performance management, redeployment and career development.

Accommodation (Slide Layer)

Click X to close window

The Employment Standard at LHS

Accommodation Plans

LHSC will develop Individual Accommodation Plans for employees as needed. Employees will participate in the development of their Accommodation Plan and will be informed about the frequency that the plan will be reviewed and updated.

1.14 Untitled Slide

Ontario Human Rights Commission

Know Your Rights and Responsibilities

It is your responsibility to ensure that LHSC is free from harassment and discrimination.

- Treat all persons in the workplace with dignity and respect.
- Avoid any conduct which might constitute harassment or discriminatory behaviours.
- Report incidents of harassment or discrimination that have been experienced or witnessed to management or Human Resources.

1.15 Core Values

Making Ontario Accessible to All

We all have a part to play to make LHSC and Ontario a more inclusive environment that is accessible to all.

Let's all nurture a culture of accessibility at LHSC and in our community to reach the province's vision of an accessible Ontario for all by 2025.

Notes:

1.16 Accessibility Policies

Quiz

Click **NEXT** to launch the quiz for this course.

The quiz contains 10 questions.

You must receive 80% on the quiz to pass the course.



Notes:

1.17 Transportation Standard

Removing Barriers Transportation

This standard supports barrier-free travel for work and leisure. It will make it easier for people with disabilities to get to where they need to go.

Examples include accessible public vehicles, bus shelters, stop announcements and providing clearly marked seating for people with disabilities.

Notes:

1.18 Design for Public Spaces

Removing Barriers Design for Public Spaces

The Design for Public Spaces Standard sets requirements to make it easier for people with disabilities to move through, use and enjoy what our communities have to offer.

Removing barriers on recreational trails, outdoor play spaces, parking, along sidewalks, and at pedestrian crossing areas will make public spaces easier to navigate for everyone.



Notes:

1.19 Information and Communications Standard

Removing Barriers Information and Communications

The Information and Communications Standard will help people with disabilities access information and communications that many of us rely on every day.

Examples include accessible formats for websites and web content, accessible print materials, and communication support 



Notes:

2. IASR Quiz

2.1 Quiz start

Final Quiz

Starting on the next screen, there is a multiple choice quiz with 13 questions. To pass the quiz, you must achieve a mark of 80%

Once you have passed the quiz, the training will be complete.

Good luck!

2.2 Question1

(Multiple Choice, 10 points, 1 attempt permitted)

**Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation,
AODA**

In which situations below would an employer be required to accommodate an employee?

- An employee with a learning disability requires certain software installed on his computer.
- An employee with a physical disability requests flexible work hours to accommodate the para-transit bus schedule.
- An employee with low vision needs his work documents available electronically, or in large print.
- All of the above.

Correct	Choice
	An employee with a learning disability requires certain software installed on his computer.
	An employee with a physical disability requests flexible work hours to accommodate the para-transit bus schedule.
	An employee with low vision needs his work documents available electronically, or in large print.
X	All of the above.

Feedback when correct:

That's right!

All of the situations are ones in which the employer would be required to accommodate an employee.

Feedback when incorrect:

All of the situations are ones in which the employer would be required to accommodate an employee.

Correct (Slide Layer)

Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation

AC

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Correct

That's right!

All of the situations are ones in which the employer would be required to accommodate an employee.

Continue

This screenshot shows a feedback slide from an Articulate Storyline presentation. The slide has a yellow header with the text 'Making Ontario Accessible to All: Integrated Accessibility Standards Regulation'. Below the header, there is a white box with a red border containing the text 'Correct' and 'That's right!'. Below this, the text 'All of the situations are ones in which the employer would be required to accommodate an employee.' is displayed. A blue 'Continue' button is located at the bottom right of the white box. The slide is set against a background with a light blue and green gradient at the bottom.

Incorrect (Slide Layer)

Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation

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Incorrect

All of the situations are ones in which the employer would be required to accommodate an employee.

Continue

This screenshot shows an incorrect feedback slide from an Articulate Storyline presentation. The slide has a yellow header with the text 'Making Ontario Accessible to All: Integrated Accessibility Standards Regulation'. Below the header, there is a white box with a red border containing the text 'Incorrect' and 'All of the situations are ones in which the employer would be required to accommodate an employee.'. A blue 'Continue' button is located at the bottom right of the white box. The slide is set against a background with a light blue and green gradient at the bottom.

2.3 Question 2

(Multiple Choice, 10 points, 1 attempt permitted)

**Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation,
AODA**

Undue hardship is the legal limit of the duty to accommodate. It refers to situations where severe negative effects outweigh the benefit of providing accommodation.

What are the three factors used to determine undue hardship?

- Cost, size of the organization and health and safety.
- Cost, external funding sources (such as grants), and health and safety.
- Cost, opinions of staff members and the organization's policies.

Correct	Choice
	Cost, size of the organization and health and safety.
X	Cost, external funding sources (such as grants), and health and safety.
	Cost, opinions of staff members and the organization's policies.

Feedback when correct:

That's right!

Three factors are used to determine undue hardship:

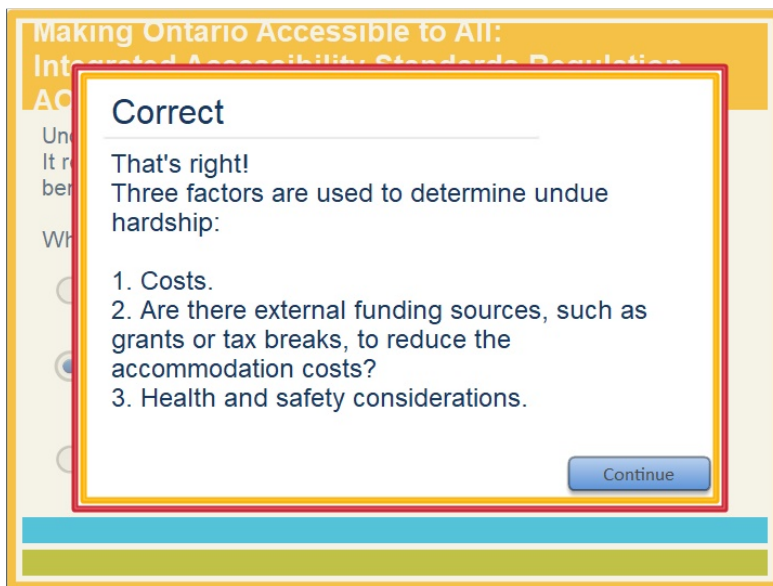
1. Costs.
2. Are there external funding sources, such as grants or tax breaks, to reduce the accommodation costs?
3. Health and safety considerations.

Feedback when incorrect:

The three factors are used to determine undue hardship are:

1. Costs.
2. Are there external funding sources, such as grants or tax breaks, to reduce the accommodation costs?
3. Health and safety considerations.

Correct (Slide Layer)



The image is a screenshot of a presentation slide. The slide has a yellow header with the text "Making Ontario Accessible to All: Integrated Accessibility Standards Regulation". Below the header, there is a white box with a red border containing the text "Correct". Below this, it says "That's right!" followed by "Three factors are used to determine undue hardship:". A list of three items follows: "1. Costs.", "2. Are there external funding sources, such as grants or tax breaks, to reduce the accommodation costs?", and "3. Health and safety considerations.". At the bottom right of the white box is a blue button labeled "Continue".

Incorrect (Slide Layer)

**Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation,
AODA**

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Incorrect

The three factors are used to determine undue hardship are:

1. Costs.
2. Are there external funding sources, such as grants or tax breaks, to reduce the accommodation costs?
3. Health and safety considerations.

Continue

2.4 Question 3

(Multiple Choice, 10 points, 1 attempt permitted)

**Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation,
AODA**

Which of the following are human rights principles that organizations should follow when implementing the AODA standards?

- Design inclusively - make choices that work for as many people as possible.
- Involve those who need accommodation in exploring solutions.
- Favour integration over segregation.
- All of the above.

Correct	Choice
Design inclusively - make choices that work for as many people as possible.	

	Involve those who need accommodation in exploring solutions.
	Favour integration over segregation.
X	All of the above.

Feedback when correct:

That's right!

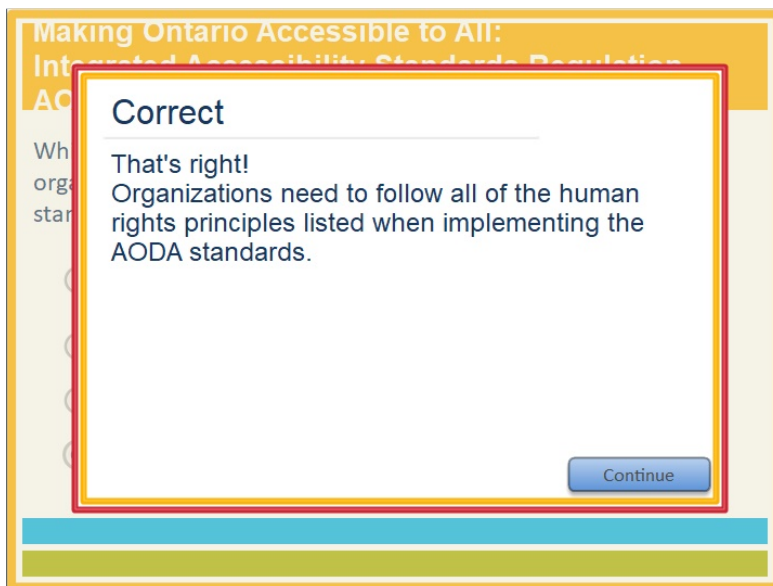
Organizations need to follow all of the human rights principles listed when implementing the AODA standards.

Feedback when incorrect:

The correct answer was ALL OF THE ABOVE.

Organizations need to follow all of the human rights principles listed when implementing the AODA standards.

Correct (Slide Layer)



Incorrect (Slide Layer)

**Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation,
AODA**

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Incorrect

The correct answer was ALL OF THE ABOVE.

Organizations need to follow all of the human rights principles listed when implementing the AODA standards.

Continue

2.5 Question 4

(True/False, 10 points, 1 attempt permitted)

**Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation,
AODA**

For the following statement, select "True" or "False".

Under the Integrated Accessibility Standards Regulation, LHSC has the right to choose the same accommodation for people with the same or similar types of disabilities.

False

True

Correct	Choice
X	False

True

Feedback when correct:

That's right!

Due to individuals' specific needs, accommodations must be created on a case-by-case basis and in consultation with the individual.

Feedback when incorrect:

Due to individuals' specific needs, accommodations must be created on a case-by-case basis and in consultation with the individual.

Notes:

Correct (Slide Layer)

The screenshot shows a slide titled "Making Ontario Accessible to All: Integrated Accessibility Standards Regulation". A central white box with a red border contains the text "Correct" at the top, followed by "That's right!". Below this, it states: "Due to individuals' specific needs, accommodations must be created on a case-by-case basis and in consultation with the individual." A blue "Continue" button is located at the bottom right of the white box. The background of the slide is yellow and orange, with some text visible on the left side, including "For", "Und", "right", and "sim".

Incorrect (Slide Layer)

The screenshot shows a slide titled "Making Ontario Accessible to All: Integrated Accessibility Standards Regulation". A central white box with a red border contains the text "Incorrect" at the top. Below this, it states: "Due to individuals' specific needs, accommodations must be created on a case-by-case basis and in consultation with the individual." A blue "Continue" button is located at the bottom right of the white box. The background of the slide is yellow and orange, with some text visible on the left side, including "For", "Und", "right", and "sim".

2.6 Question 5

(Multiple Choice, 10 points, 1 attempt permitted)

**Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation,
AODA**

What year is the goal for Ontario to be completely accessible by?

- 2021
- 2014
- 2025
- 2017



Correct	Choice
	2021
	2014
X	2025
	2017

Feedback when correct:

That's right! You selected the correct response.

Feedback when incorrect:

The correct answer is the year 2025.

Correct (Slide Layer)

Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation

W

Correct

That's right! You selected the correct response.

Continue

The screenshot shows a feedback slide with a yellow header containing the text 'Making Ontario Accessible to All: Integrated Accessibility Standards Regulation'. Below the header, the word 'W' is partially visible. The main content area is white with a red border and contains the word 'Correct' in bold, followed by the message 'That's right! You selected the correct response.' and a green 'Continue' button at the bottom right. The slide is set against a background with blue and green horizontal bars at the bottom.

Incorrect (Slide Layer)

Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation

W

Incorrect

The correct answer is the year 2025.

Continue

The screenshot shows a feedback slide with a yellow header containing the text 'Making Ontario Accessible to All: Integrated Accessibility Standards Regulation'. Below the header, the word 'W' is partially visible. The main content area is white with a red border and contains the word 'Incorrect' in bold, followed by the message 'The correct answer is the year 2025.' and a green 'Continue' button at the bottom right. The slide is set against a background with blue and green horizontal bars at the bottom.

2.7 Question 6

(Multiple Response, 10 points, 1 attempt permitted)

Making Ontario Accessible to All: Integrated Accessibility Standards Regulation, AODA

Out of the list, what 3 standards are part of the Integrated Accessibility Standards Regulation? (Check all that apply).

- Access Standard.
- Employment Standard.
- Information and Communications Standard.
- Transportation Standard.

Correct	Choice
	Access Standard.
X	Employment Standard.
X	Information and Communications Standard.
X	Transportation Standard.

Feedback when correct:

That's right! You selected the correct response.

Feedback when incorrect:

The 3 standards that comprise the Integrated Accessibility Standards Regulation are: the Employment Standard, the Information and Communications Standard, and the Transportation Standard.

Correct (Slide Layer)

Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation
AC

Correct

That's right! You selected the correct response.

Continue

Out
Ac

This screenshot shows a feedback slide titled "Correct". The slide is part of a presentation about the Integrated Accessibility Standards Regulation. The text on the slide reads "That's right! You selected the correct response." and includes a "Continue" button. The slide is framed by a yellow border and has a light blue and green footer.

Incorrect (Slide Layer)

Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation
AC

Incorrect

The 3 standards that comprise the Integrated Accessibility Standards Regulation are: the Employment Standard, the Information and Communications Standard, and the Transportation Standard.

Continue

Out
Ac

This screenshot shows a feedback slide titled "Incorrect". The slide is part of a presentation about the Integrated Accessibility Standards Regulation. The text on the slide reads "The 3 standards that comprise the Integrated Accessibility Standards Regulation are: the Employment Standard, the Information and Communications Standard, and the Transportation Standard." and includes a "Continue" button. The slide is framed by a yellow border and has a light blue and green footer.

2.8 Question 7

(Multiple Choice, 10 points, 1 attempt permitted)

**Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation,
AODA**

What does the Employment Standard require LHSC to have a process for?

- A process to ensure that all entrances are accessible.
- A process to ensure that accommodations are made for those using the LHSC shuttle.
- A process to ensure that information and communications are accessible to persons with disabilities.
- A process to ensure that persons with disabilities are accommodated when advertising job positions, when inviting job applicants for interviews, and for accommodations in the workplace.

Correct	Choice
	A process to ensure that all entrances are accessible.
	A process to ensure that accommodations are made for those using the LHSC shuttle.
	A process to ensure that information and communications are accessible to persons with disabilities.
X	A process to ensure that persons with disabilities are accommodated when advertising job positions, when inviting job applicants for interviews, and for accommodations in the workplace.

Feedback when correct:

That's right! You selected the correct response.

Feedback when incorrect:

According to the Employment Standard, LHSC must have a process to ensure that persons with disabilities are accommodated when advertising job positions, when inviting job applicants for interviews, and for accommodations in the workplace.

Incorrect (Slide Layer)

The slide features a yellow header with the text "Making Ontario Accessible to All: Integrated Accessibility Standards Regulation". On the left side, there is a vertical text element that reads "When pro". The main content area is a white box with a red border containing the word "Incorrect" in bold, followed by a horizontal line and the text: "According to the Employment Standard, LHSC must have a process to ensure that persons with disabilities are accommodated when advertising job positions, when inviting job applicants for interviews, and for accommodations in the workplace." A green "Continue" button is located at the bottom right of the white box. The slide has a blue and green decorative bar at the bottom.

Correct (Slide Layer)

The slide features a yellow header with the text "Making Ontario Accessible to All: Integrated Accessibility Standards Regulation". On the left side, there is a vertical text element that reads "When pro". The main content area is a white box with a red border containing the word "Correct" in bold, followed by a horizontal line and the text: "That's right! You selected the correct response." A green "Continue" button is located at the bottom right of the white box. The slide has a blue and green decorative bar at the bottom.

2.9 Question 8

(Multiple Choice, 10 points, 1 attempt permitted)

**Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation,
AODA**

One in every _____ Ontarians has a disability.

- 3
- 5
- 7
- 9

Correct	Choice
	3
	5
X	7
	9

Feedback when correct:

That's right! You selected the correct response.

Feedback when incorrect:

The correct answer is 1 in every 7 Ontarians has a disability.

Correct (Slide Layer)

Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation

Correct

That's right! You selected the correct response.

Continue

This screenshot shows a feedback slide for a correct answer. The slide has a yellow header with the text "Making Ontario Accessible to All: Integrated Accessibility Standards Regulation". Below the header, the word "Correct" is displayed in a large, bold font. Underneath, a message reads "That's right! You selected the correct response." A green "Continue" button is located in the bottom right corner of the slide. The slide is framed by a yellow border and sits on a blue and green base.

Incorrect (Slide Layer)

Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation

Incorrect

The correct answer is 1 in every 7 Ontarians has a disability.

Continue

This screenshot shows a feedback slide for an incorrect answer. The slide has a yellow header with the text "Making Ontario Accessible to All: Integrated Accessibility Standards Regulation". Below the header, the word "Incorrect" is displayed in a large, bold font. Underneath, a message reads "The correct answer is 1 in every 7 Ontarians has a disability." A green "Continue" button is located in the bottom right corner of the slide. The slide is framed by a yellow border and sits on a blue and green base.

2.10 Question 9

(Multiple Choice, 10 points, 1 attempt permitted)

**Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation,
AODA**

Fred is in a wheelchair, traveling on a sidewalk and comes to a traffic light. He needs to cross the road in order to get to his bus stop. He can see the bus coming 3 blocks away. As he approaches the traffic light crosswalk, he sees that there is a curb. He will need to go all the way around the traffic light crosswalks in order to cross the street. He's going to miss the bus. What Standard will address this barrier?

- The Transportation Standard.
- The Employment Standard.
- The Design for Public Spaces Standard.
- The Information and Communications Standard.

Correct	Choice
	The Transportation Standard.
	The Employment Standard.
X	The Design for Public Spaces Standard.
	The Information and Communications Standard.

Feedback when correct:

That's right! You selected the correct response.

Feedback when incorrect:

The standard that will address the barrier presented in this question is the Design for Public Spaces Standard.

Correct (Slide Layer)

The slide features a yellow header with the text "Making Ontario Accessible to All: Integrated Accessibility Standards Regulation". Below the header, a white box with a red border contains the word "Correct" in blue, followed by the text "That's right! You selected the correct response." and a green "Continue" button at the bottom right. The background of the slide is light gray with some faint text visible on the left and right sides.

Incorrect (Slide Layer)

The slide features a yellow header with the text "Making Ontario Accessible to All: Integrated Accessibility Standards Regulation". Below the header, a white box with a red border contains the word "Incorrect" in blue, followed by the text "The standard that will address the barrier presented in this question is the Design for Public Spaces Standard." and a green "Continue" button at the bottom right. The background of the slide is light gray with some faint text visible on the left and right sides.

2.11 Question 10

(Multiple Choice, 10 points, 1 attempt permitted)

**Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation,
AODA**

Sandra has applied for a position with LHSC and has been asked to interview for the job. She has requested an accommodation as she has a hearing impairment. As Sandra is in the assessment and selection stage of the recruitment process, what communication should she expect to receive on or after January 1, 2014?

- She should expect to be consulted to discuss a suitable accommodation for her needs.
- She should expect to be informed that an accommodation will be in place for her interview.
- She should expect to be informed that accommodations are available.
- She should expect to receive information about her interview date, time, and location.

Correct	Choice
X	She should expect to be consulted to discuss a suitable accommodation for her needs.
	She should expect to be informed that an accommodation will be in place for her interview.
	She should expect to be informed that accommodations are available.
	She should expect to receive information about her interview date, time, and location.

Feedback when correct:

That's right! You selected the correct response.

Feedback when incorrect:

Sandra should expect to be consulted to discuss a suitable accommodation for her needs.

Correct (Slide Layer)

Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation
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Correct

That's right! You selected the correct response.

Continue

The screenshot shows a feedback slide with a yellow header and a white central box. The box contains the word 'Correct' in bold, followed by a horizontal line and the text 'That's right! You selected the correct response.' A green 'Continue' button is located at the bottom right of the box. The slide is framed by a yellow border with blue and green horizontal bars at the bottom.

Incorrect (Slide Layer)

Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation
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Incorrect

Sandra should expect to be consulted to discuss a suitable accommodation for her needs.

Continue

The screenshot shows a feedback slide with a yellow header and a white central box. The box contains the word 'Incorrect' in bold, followed by a horizontal line and the text 'Sandra should expect to be consulted to discuss a suitable accommodation for her needs.' A green 'Continue' button is located at the bottom right of the box. The slide is framed by a yellow border with blue and green horizontal bars at the bottom.

2.12 Question 11

(Multiple Choice, 10 points, 1 attempt permitted)

**Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation,
AODA**

Sudesh has a visual impairment and with consultation, has agreed upon a suitable workplace emergency response plan. Where would Sudesh's workplace emergency response plan be documented?

- In his HR file.
- In his Individual Accommodation Plan.
- Posted in the lunchroom in his department.
- In his leader's employee files.

Correct	Choice
	In his HR file.
X	In his Individual Accommodation Plan.
	Posted in the lunchroom in his department.
	In his leader's employee files.

Feedback when correct:

That's right! You selected the correct response.

Feedback when incorrect:

The workplace emergency response plan should be documented in the Individual Accommodation Plan.

Correct (Slide Layer)

Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation
AC

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Correct

That's right! You selected the correct response.

Continue

This screenshot shows a feedback slide from an interactive presentation. The slide has a yellow header with the text 'Making Ontario Accessible to All: Integrated Accessibility Standards Regulation' and 'AC'. On the left side, there is a vertical list of items: 'Su', 'up', and 'Su'. The main content area is white and contains the word 'Correct' in bold, followed by the message 'That's right! You selected the correct response.' and a green 'Continue' button at the bottom right. The slide is framed by a yellow border with a blue and green bar at the bottom.

Incorrect (Slide Layer)

Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation
AC

Su
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Su

Incorrect

The workplace emergency response plan should be documented in the Individual Accommodation Plan.

Continue

This screenshot shows a feedback slide from an interactive presentation. The slide has a yellow header with the text 'Making Ontario Accessible to All: Integrated Accessibility Standards Regulation' and 'AC'. On the left side, there is a vertical list of items: 'Su', 'up', and 'Su'. The main content area is white and contains the word 'Incorrect' in bold, followed by the message 'The workplace emergency response plan should be documented in the Individual Accommodation Plan.' and a green 'Continue' button at the bottom right. The slide is framed by a yellow border with a blue and green bar at the bottom.

2.13 Question 12

(Multiple Choice, 10 points, 1 attempt permitted)

**Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation,
AODA**

Pam, who uses a wheelchair, is on her way to a meeting and traveling from one zone to another at VH down the hallway. All of a sudden she feels a push from behind and looking back, sees her colleague, also on the way to the meeting, pushing her. Although meaning well, what type of barrier has her colleague demonstrated?

- Policy barrier.
- Communication barrier.
- Information barrier.
- Attitudinal barrier.

Correct	Choice
	Policy barrier.
	Communication barrier.
	Information barrier.
X	Attitudinal barrier.

Feedback when correct:

That's right!

By assuming that Pam wanted help moving through the hallway, the colleague demonstrated an attitudinal barrier.

Feedback when incorrect:

By assuming that Pam wanted help to move through the hallway, the colleague demonstrated an attitudinal barrier.

Correct (Slide Layer)

The screenshot shows a slide titled "Making Ontario Accessible to All: Integrated Accessibility Standards Regulation". The slide content is partially visible on the left, including the text "Pam from feel on t type". The main content area is a white box with a red border containing the following text:

Correct

That's right!

By assuming that Pam wanted help moving through the hallway, the colleague demonstrated an attitudinal barrier.

Continue

Incorrect (Slide Layer)

The screenshot shows a slide titled "Making Ontario Accessible to All: Integrated Accessibility Standards Regulation". The slide content is partially visible on the left, including the text "Pam from feel on t type". The main content area is a white box with a red border containing the following text:

Incorrect

By assuming that Pam wanted help to move through the hallway, the colleague demonstrated an attitudinal barrier.

Continue

2.14 Question 13

(Multiple Choice, 10 points, 1 attempt permitted)

**Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation,
AODA**

What existing legislation does the Employment Standard build upon?

- The Customer Service Standard.
- The Ontario Human Rights Code.
- The Charter of Rights and Freedoms.
- The Information and Communications Standard.

Correct	Choice
	The Customer Service Standard.
X	The Ontario Human Rights Code.
	The Charter of Rights and Freedoms.
	The Information and Communications Standard.

Feedback when correct:

That's right! You selected the correct response.

Feedback when incorrect:

The Employment Standard builds upon the Ontario Human Rights Code.

Correct (Slide Layer)

Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation
AC

Wh

Correct

That's right! You selected the correct response.

Continue

This screenshot shows a slide from an interactive presentation. The slide has a yellow header with the text 'Making Ontario Accessible to All: Integrated Accessibility Standards Regulation' and 'AC'. Below the header, there is a white box with a red border containing the text 'Correct' and 'That's right! You selected the correct response.' A green 'Continue' button is located at the bottom right of the white box. The slide is set against a background with a blue and green gradient at the bottom.

Incorrect (Slide Layer)

Making Ontario Accessible to All:
Integrated Accessibility Standards Regulation
AC

Wh

Incorrect

The Employment Standard builds upon the Ontario Human Rights Code.

Continue

This screenshot shows a slide from an interactive presentation. The slide has a yellow header with the text 'Making Ontario Accessible to All: Integrated Accessibility Standards Regulation' and 'AC'. Below the header, there is a white box with a red border containing the text 'Incorrect' and 'The Employment Standard builds upon the Ontario Human Rights Code.' A green 'Continue' button is located at the bottom right of the white box. The slide is set against a background with a blue and green gradient at the bottom.

2.15 Results Slide

(Results Slide, 0 points, 1 attempt permitted)



Results for
2.2 Question1
2.3 Question 2
2.4 Question 3
2.5 Question 4
2.6 Question 5
2.7 Question 6
2.8 Question 7
2.9 Question 8
2.10 Question 9
2.11 Question 10
2.12 Question 11

2.13 Question 12

2.14 Question 13

Result slide properties

Passing

80%

Score

Success (Slide Layer)

**Working Together:
Ontario Human Rights Code and AODA - QUIZ**

Your Score: %Results_2.ScorePercent%%
(%Results_2.ScorePoints% points)

Passing Score: %Results_2.PassPercent%%
(%Results_2.PassPoints% points)

Result:
✔ Congratulations, you passed.

You may now exit the training by clicking on the exit button below.

Exit

Review Quiz



Failure (Slide Layer)

**Working Together:
Ontario Human Rights Code and AODA - QUIZ**

Your Score: %Results_2.ScorePercent%%
(%Results_2.ScorePoints% points)

Passing Score: %Results_2.PassPercent%%
(%Results_2.PassPoints% points)

Result:
✘ You did not pass.

Click the 'Retry Quiz' button to try the quiz again.

Click on the 'Review Quiz' button for a play-by-play recap of your results.



[Review Quiz](#) [Retry Quiz](#)