



e2r Alert!

Ontario Employers – File Your Accessibility Compliance Report by December 31, 2023

The *Accessibility for Ontarians with Disabilities Act* (“AODA”) is a law that sets out a process for developing and enforcing accessibility standards. Under AODA, accessibility standards have been created that organizations must follow.

To ensure employers in Ontario have met current accessibility requirements under AODA, a compliance report must be filed periodically.

- If you are a business or non-profit organization with 20 or more employees in Ontario, you must file an accessibility compliance report every 3 years.
- If you are a designated public sector organization you must file an accessibility compliance report every 2 years.

The deadline to file in both cases is December 31, 2023.

Failure to complete the accessibility compliance report by the deadline may result in enforcement measures which can include financial penalties.

If you require assistance in this regard, please do not hesitate to reach out to speak with an e2r™ Advisor.