

## **Are You Ready for AODA?**

AODA stands for **Accessibility for Ontarians with Disabilities Act**, and it relates to **any business or organization**, regardless of size, that either has employees and operations or customers in Ontario.

The act is made up of 5 standards, and the deadline for compliance with the first standard – the Customer Service standard – is closer than you might think!

By **January 1, 2012**, all businesses and organizations are legally required to comply with the requirements of the Customer Service standard.

**The consequences of not complying are severe! Every person who is guilty of an offence under this Act is subject to penalties of up to \$50,000 for individuals and \$100,000 for corporations for each day the offence occurs or continues to occur.**