

Toronto Public Library’s AODA Compliance Status Report

*This report only indicates how the Library has met legislative requirements, and does not recount the full details of the accessibility options available at Toronto Public Library

January 1, 2012

| Item | Requirements | Status |
|--|---|---------------|
| Emergency Procedures for Public | Emergency procedures available in accessible format upon request | Complete |
| Emergency Procedures for Staff | Provide individualized work place emergency procedures for staff members with disabilities upon request | Ongoing |
| Requirements under Customer Service Standard (Accessibility for Ontarians with Disabilities Act, 2005 - O. Reg. 429/07) | Train staff on legislative requirements; provide customer feedback forms and information about service disruptions in accessible format | Complete |
| Compliance Summary | Toronto Public Library is in full compliance with 2012 Requirements | |

January 1, 2013

| Item | Requirements | Status |
|--|--|--|
| Multi-year Accessibility Plan | Multi-year accessibility plan (AODA Compliance Status Report) available for the public | Complete |
| Statement of Commitment | Statement of commitment (Accessibility for Persons with Disabilities Policy Statement) publicly available to inform service delivery | Complete |
| Update Accessibility for People with Disabilities Policy | Toronto Public Library's Accessibility for People with Disabilities Policy includes new standards as released, including the Integrated Accessibility Standards Regulation (Accessibility for Ontarians with Disabilities Act, 2005 - O. Reg. 191/11). | In Progress Targeted March 27, 2013 |
| Accessible Collections | Collections are available in alternate formats. This does not include special collections. | Complete |
| Procurement | Accessibility criteria, technical features, and structural features incorporated into the procurement processes of TPL where practical. | Ongoing |
| Self-Service Kiosks | Incorporate accessibility features into the self-service kiosks that TPL designs or buys | Ongoing |
| Compliance Summary | Once the revisions to the Accessibility for Persons with Disabilities Policy is approved, Toronto Public Library will be in full compliance with 2013 requirements | |

January 1, 2014

| Item | Requirements | Status |
|---|--|---------------|
| Feedback | Make feedback process and communications accessible | Complete |
| Website - WCAG 2.0 Level A | The first step is for websites to be WCAG 2.0 Level A compliant. | In Progress |
| Employment | | |
| Individual accommodation plans | Build the accessibility needs of employees into human resources practices in writing | Complete |
| Recruitment processes | Inform applicants recruitment and hiring processes are accessible if requested | In Progress |
| Notice to successful applicants that accommodation is available | Notify successful applicants about available accommodations | In Progress |
| Inform employees of policy supports | Inform employees about accessibility in employment | In Progress |
| Return to work processes | Support employees with disabilities in returning to work | Complete |
| Performance management | Performance management incorporates accessibility needs | In Progress |
| Career development and redeployment | Account for accessibility needs | In Progress |
| Compliance Summary | Toronto Public Library is on target to meet requirements by compliance date | |

January 1, 2015

| Item | Requirements | Status |
|---------------------------|--|---------------|
| Accessible Communications | Upon request, make communications supports/ accessible formats for available for its communications. | In Progress |

| | |
|--------------------|---|
| Compliance Summary | Toronto Public Library is on target to meet requirements by compliance date |
|--------------------|---|

January 1, 2021

| Item | Requirements | Status |
|-----------------------------|---|---------------|
| Website - WCAG 2.0 Level AA | The first step is for websites to be WCAG 2.0 Level AA compliant. | In Progress |

| | |
|--------------------|---|
| Compliance Summary | Toronto Public Library is on target to meet requirements by compliance date |
|--------------------|---|