Decision Letter

Toronto Accessibility Advisory Committee

Meeting No. 3
Meeting Date Friday, July 12, 2019
Start Time 9:30 AM
Location Committee Room 1, City Hall

Contact Jennifer Lin, Committee Secretary
Phone 416-338-5089
E-mail taac@toronto.ca
Chair Councillor Kristyn Wong-Tam

DI3.4

A special or separate centralized fund for AODA compliance and accessibility-related expenses
would ensure that accessibility measures are implemented across all divisions in a non-discriminatory manner. Pooling costs removes or at least reduces systemic barriers and biases against implementing accessibility measures or hiring individuals with disabilities.

A centralized fund or budget for AODA compliance and accessibility initiatives would align with the Ontario Human Rights Commission Policy on Ableism and Discrimination Based on Disability, Section 9.3 Minimizing undue hardship which states:

"...The costs of accommodation must be distributed as widely as possible within the organization so that no single department, employee, customer or subsidiary is burdened with the expense. The appropriate basis for evaluating the cost is based on the budget of the organization as a whole, not the branch or unit where the person with a disability works or has made an application..."

**Background Information**

(June 27, 2019) Letter from Jason Mitschele, Member, Toronto Accessibility Advisory Committee on Proposed Budget Process Changes to Remove Systemic Barriers to Hiring People with Disabilities