



To ensure that the Children's Aid Society of the District of Thunder Bay is compliant with the Accessibility for Ontarians with Disabilities Act, 2005, Ontario Regulation 191/11, please complete this quiz and return it via email to

Human.Resources@thunderbaycas.ca

Name:

Date:

1. The Ontario Human Rights Code and the AODA work together in the following ways:

- a) They both promote equality and accessibility.
- b) They both use the same definition of disability.
- c) They are both provincial laws.
- d) All of the above.

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

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

3. If you need an accommodation, what should you do?

- a) Tell your employer, union, landlord or service provider about your disability-related needs.
- b) Provide supporting information about your disability-related needs.
- c) Help identify possible solutions for accommodation.
- d) All of the above.

4. Except for small organizations, AODA standards require that employers have a written process to document an employee's accommodation needs in an individual accommodation plan.

- a) True
- b) False



5. Assistive devices enable people with disabilities to take part in many everyday tasks and activities. They are used to replace, compensate for, or improve the functional abilities of people with disabilities.

- a) True
- b) False