AODA Definitions and Compliance Timelines

Definitions under AODA:

Obligated organization means the Government of Ontario, the Legislative Assembly, a designated public sector organization, a large organization and a small organization to which the standards in the Integrated Accessibility Standards Regulation (IASR) apply.

Rephrased, the only organization that is **not** obligated to meet the AODA are private organizations that have no employees.

Small organization means an obligated organization with at least one but fewer than 50 employees in Ontario, private or not-for-profit organization that provides goods, services or facilities to the public, or other organizations that are not the Government of Ontario, the Legislative Assembly or a designated public sector organization.

Large organization means an obligated organization with 50 or more employees in Ontario, private or not-for-profit organization that provides goods, services or facilities to the public, or other organizations that are not the Government of Ontario, the Legislative Assembly or a designated public sector organization.

Businesses and non-profits

AODA General and Information and Communications compliance related dates for **businesses and non-profits**

Businesses and nonprofits are categorized into three groups based on number of employees: less than 20 employees, 20 to 49 employees, and 50 or more employees

Date	Area of compliance (# of employees)
Jan 1, 2012	Emergency procedures, plans or public safety information (<20, 20-49, 50+) Provide accessible customer service (<20, 20-49, 50+) Provide accessible emergency information for staff (<20, 20-49, 50+)
Jan 1, 2013	
Jan 1, 2014	Make websites accessible Level A (50+) Create accessibility policies & multi-year plan (50+) Consider accessibility in purchasing self-service kiosks (50+)
Dec 31, 2014	File accessibility compliance report (20+)
Jan 1, 2015	Create accessibility policies (<20, 20-49)

Date	Area of compliance (# of employees)
	Consider accessibility in purchasing self-service kiosks (<20, 20-49) Train staff on Ontario's accessibility laws (50+) Make it easy for people with disabilities to provide feedback (50+)
Jan 1, 2016	Train staff on Ontario's accessibility laws (<20, 20-49) Make it easy for people with disabilities to provide feedback (<20, 20-49) Make employment practices accessible (50+) Make public information accessible when asked (50+)
Jan 1, 2017	Make public information accessible when asked (<20, 20-49) Make employment practices accessible (<20, 20-49)
Dec 31, 2017	File accessibility compliance report (20-49, 50+)
Jan 1, 2018	
Jan 1, 2020	File accessibility compliance report (20-49, 50+)
Jan 1, 2021	Make websites accessible Level AA (50+)
Dec 31, 2023	File accessibility compliance report (20-49, 50+)

Public sector organizations

AODA General and Information and Communications compliance related dates for **public sector organizations**

Public sector organizations are categorised into two groups based on number of employees: less than 50 employees, and 50 or more employees

Date	Area of compliance (# of employees)
Jan 1, 2010	Provide accessible customer service (<50, 50+)
Dec 31, 2010	File accessibility compliance report (<50, 50+)
Jan 1, 2012	Emergency and public safety information (<50, 50+) Provide accessible emergency information for staff (<50, 50+)
Jan 1, 2013	Create accessibility policies & multi-year plan (50+) Buy accessible goods and services (50+) Consider accessibility in purchasing self-service kiosks (50+)
Dec 31, 2013	File accessibility compliance report (<50, 50+)

Date	Area of compliance (# of employees)
Jan 1, 2014	Create accessibility policies & multi-year plan (<50) Buy accessible goods and services (<50) Consider accessibility in purchasing self-service kiosks (<50) Make websites accessible Level A (<50, 50+) Train staff on Ontario's accessibility laws (50+) Make it easy for people with disabilities to provide feedback (50+) Make employment practices accessible (50+)
Jan 1, 2015	Make employment practices accessible (<50) Train staff on Ontario's accessibility laws (<50) Make it easy for people with disabilities to provide feedback (<50) Make public information accessible when asked (50+)
Dec 31, 2015	File accessibility compliance report (<50, 50+)
Jan 1, 2016	Make public information accessible when asked (<50)
Jan 1, 2017	
Dec 31, 2017	File accessibility compliance report (<50, 50+)
Jan 1, 2018	
Dec 31, 2019	File accessibility compliance report (<50, 50+)
Jan 1, 2021	Make websites accessible Level AA (<50, 50+)
Dec 31, 2021	File accessibility compliance report (<50, 50+)
Dec 31, 2023	File accessibility compliance report (<50, 50+)
Jan 1, 2025	File accessibility compliance report (<50, 50+)

Private educational institutions, and their libraries

AODA General and Information and Communications compliance related dates for **private educational institutions, including their libraries**

Private educational institutions are categorised into three groups based on number of employees: less than 20, 20 to 49 employees, and more than 50 employees.

Date	Area of compliance (# of employees)
Jan 1, 2012	Provide accessible customer service (<20, 20-49, 50+) Emergency and public safety information (<20, 20-49, 50+) Provide accessible emergency information for staff (<20, 20-49, 50+)
Jan 1, 2013	Provide accessibility awareness training for educators (50+) Provide accessible educational information (50+)
Jan 1, 2014	Create accessibility policies and multi-year plan (50+) Make websites accessible (50+) Consider accessibility in purchasing self-service kiosks (50+)
Dec 31, 2014	File accessibility compliance report (20-49, 50+)
Jan 1, 2015	Create accessibility policies (<20, 20-49) Consider accessibility in purchasing self-service kiosks (<20, 20-49) Provide accessibility awareness training for educators (<20, 20-49) Provide accessible educational information (<20, 20-49) Provide accessible library print resources when asked (<20, 20-49, 50+) Provide accessible textbooks when asked (<20, 20-49, 50+) Train staff of Ontario's accessibility laws (50+) Make it easy for people with disabilities to provide feedback (50+)
Jan 1, 2016	Train staff of Ontario's accessibility laws (<20, 20-49) Make it easy for people with disabilities to provide feedback (<20, 20-49) Make public information accessible when asked (50+) Make employment practices accessible (50+)
Jan 1, 2017	Make public information accessible when asked (<20, 20-49) Make employment practices accessible (<20, 20-49)
Dec 31, 2017	File accessibility compliance report (20-49, 50+)
Jan 1, 2020	Provide accessible library digital resources when asked (<20, 20-49, 50+) Make printed learning materials accessible (<20, 20-49, 50+)
Dec 31, 2020	File accessibility compliance report (20-49, 50+)
Jan 1, 2021	Make websites accessible Level AA (50+)
Dec 31, 2023	File accessibility compliance report (20-49, 50+)

Public educational institutions, and their libraries

AODA General and Information and Communications compliance related dates for **public educational institutions, including their libraries**

Public educational institutions are categorized into two groups number of employees: less than 50 employees, more than 50 employees.

Date	Area of compliance (# of employees)
Jan 1, 2010	Provide accessible customer service (<50, 50+)
Dec 31, 2010	File accessibility compliance report (<50, 50+)
Jan 1, 2012	Emergency and public safety information (<50, 50+) Provide accessible emergency information for staff (<50, 50+)
Jan 1, 2013	Create accessibility policies and multi-year plan (50+) Purchase accessible goods and services (50+) Make websites accessible (50+) Provide accessibility awareness training for educators (50+) Provide accessible educational information (50+) Provide accessible library print resources when asked (50+)
Dec 31, 2013	File accessibility compliance report (<50, 50+)
Jan 1, 2014	Create accessibility policies and multi-year plan (<50) Purchase accessible goods and services (<50) Consider accessibility in purchasing self-service kiosks (<50) Make websites accessible (<50, 50+) Train staff of Ontario's accessibility laws (50+) Make it easy for people with disabilities to provide feedback (50+) Make employment practices accessible (50+)
Jan 1, 2015	Train staff of Ontario's accessibility laws (<50) Make it easy for people with disabilities to provide feedback (<50) Make employment practices accessible (<50) Provide accessibility awareness training for educators (<50) Provide accessible educational information (<50) Provide accessible library print resources when asked (<50) Provide accessible textbooks when asked (<50, 50+) Make public information accessible when asked (50+)
Dec 31, 2015	File accessibility compliance report (<50, 50+)
Jan 1, 2016	Make public information accessible when asked (<50)

Date	Area of compliance (# of employees)
Dec 31, 2017	File accessibility compliance report (<50, 50+)
Dec 31, 2019	File accessibility compliance report (<50, 50+)
Jan 1, 2020	Provide accessible library digital resources when asked (<50, 50+) Make printed learning materials accessible (<50, 50+)
Jan 1, 2021	Make websites accessible Level AA (<50, 50+)
Dec 31, 2021	File accessibility compliance report (<50)
Dec 31, 2023	File accessibility compliance report (<50)
Jan 1, 2025	File accessibility compliance report (50+)
Dec 31, 2025	File accessibility compliance report (<50)

Timelines for other organizations

Accessibility rules for publishers
Accessibility rules for public libraries
Accessibility rules for municipalities