

## *AODA (Do you have more than 20 employees ?) Year-End Reminder*

Ontario's Accessibility Standard for Customer Service came into effect on January 1, 2012 for all businesses and not-for-profits in the province with more than one employee. If you have more than 20 employees, special considerations apply, and you must file an online report by December 31, 2012 to demonstrate that you have met standards under the Customer Service Standard. Unfortunately, not all businesses appear to be aware of this additional reporting requirement and for this reason, it is recommended that you review the Accessibility Compliance Reporting tool to file your report online as soon as possible.



Reporting tools are on ServiceOntario's One-Source for Business website ([http://www.mcsc.gov.on.ca/en/mcsc/programs/accessibility/customerService/report\\_online.aspx](http://www.mcsc.gov.on.ca/en/mcsc/programs/accessibility/customerService/report_online.aspx)). We believe you will find this information organized in a way that should allow you to navigate the compliance requirements independently, however, we remain in a position to assist employers with all of their HR programming requirements, including the new standards.



## Thank You

We would like to take this opportunity to thank all of our Clients for their Business and support over the last year. We are truly grateful to have such a diverse and interesting group of companies and organizations to partner with. We will resume publication of our regular newsletter content in the first quarter of 2013. In the meantime, we wish all of you the best of the season and a very safe and happy Holiday.

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