

Accessibility Compliance Report

You can use one form to file an accessibility compliance report for up to 20 organizations. To do so, you need each organization's:

- legal name
- business number (BN9) or AODA identifier
- number of employees in Ontario
- address

Each organization must have the same:

- organization category
- number of employees range (e.g. 20-49, 50+)
- certifier
- answers to all of the accessibility compliance questions

If not, you will need to complete a separate form for each organization.

Organization information**Table 1: Organization category, number of employee range and reporting year**

Organization Category (required)	Number of employee range (required)	Reporting year (required)
Designated Public Sector	50+ employees	2025 DPS

Business details**How to count your employees?**

In your employee count, include all:

- full-time employees
- part-time employees
- seasonal employees
- contract workers

Do not count:

- employees outside Ontario
- volunteers
- independent contractors
- organizations with zero (0) employees are not required to submit an Accessibility Compliance Report and should submit an Organization Profile Update instead.

How to find my CRA business number?

You can find your BN9 number by:

- Logging into the CRA My Business Account
- Checking your GST/HST or Corporation Notice of Assessment under Notice Details
- Checking your GST/HST credit notice
- To learn more, visit Business number - Business number - Canada.ca (https://www.canada.ca/en/services/taxes/business-number.html?utm_campaign=not-applicable&utm_medium=vanity-url&utm_source=canada-ca_business-number)

How to find your industry?

You can search for North American Industry Classification (NAICS) codes using the Statistics Canada website (<https://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=1369825>)

Table 2: Organization business details (maximum up to 20)

Item Number	Organization legal name (required)	Number of employees in Ontario (required)	Business number (BN9) or AODA identifier (required)	Operating / business name	Organization Sector (required)	Subsector (required)	Industry Group (required)
Item # 1	Waterloo Regional Health Network	7000	721590552	Waterloo Regional Health Network	62 - Health Care and Social Assistance	622 - Hospitals	6221 - General Medical and Surgical Hospitals

Business address

Address at which letters can be sent to the company director/officer accountable for the organization's compliance with the AODA.

Table 3: Organization business address (maximum up to 20)

Item Number	Organization legal name (required)	Address line 1 (required)	Address line 2	City (required)	Province or State (required)	Postal code or Zip code (required)	Country (required)
Item # 1	Waterloo Regional Health Network	835 King	N/A	Kitchener	ON (Ontario)	N2G 1G3	Canada

Mailing address

Address where letters can be sent to the person responsible for coordinating the organization's AODA compliance activities.

Table 4: Organization mailing address (maximum up to 20)

Item Number	Organization legal name (required)	Address line 1 (required)	Address line 2	City (required)	Province or State (required)	Postal code or Zip code (required)	Country (required)
Item # 1	Waterloo Regional Health Network	PO BOX PO BOX 835 King Street W., P.O. Box 9056	N/A	Kitchener	ON (Ontario)	N2G 1G3	Canada

Understanding accessibility requirements

Before you begin your report, you can learn about your accessibility requirements at [ontario.ca/accessibility](https://www.ontario.ca/accessibility) (<https://www.ontario.ca/page/accessibility-in-ontario>)

Additional accessibility requirements apply if you are:

- a library board (<https://www.ontario.ca/page/how-make-information-accessible#section-7>)
- a producer of education material (e.g. textbooks) (<https://www.ontario.ca/page/how-make-information-accessible#section-6>)
- an education institution (e.g. school board, college, university or school) (<https://www.ontario.ca/page/how-make-information-accessible#section-6>)
- a municipality (<https://www.ontario.ca/page/accessibility-rules-public-sector-organizations>)

Is your organization a municipality? (required) Yes No (If answer is no, please go to Certification statement section)

Is your municipality submitting this report on behalf of any local boards (e.g., Library Board, Police Board)? (required) Yes No (If answer is no, please go to Certification statement section)

If you are a municipality submitting this report, and submitting on behalf of local boards, please indicate which boards below.

Board information

Please note you can provide up to 20 boards.

Table 5: Board information (maximum up to 20)

Item Number	Board Name (required)	Board Type (required) (e.g. Police Board, Library Board, Other (Please specify))	Date added (required) (yyyy-mm-dd)
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Certification statement

Section 15 of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) requires that accessibility reports include a statement certifying that all the required information has been provided and is accurate, signed by a person with authority to bind the organization(s).

Note: It is an offence under the Act to provide false or misleading information in an accessibility report filed under the AODA.

The certifier may designate a primary contact for the Ministry for Seniors and Accessibility to contact the organization(s); otherwise, the certifier will be the main contact.

Certifier: Someone who can legally bind the organization(s).

Primary Contact: The person who will be the main contact for accessibility issues.

Acknowledgement

I certify that all the information is accurate, and I have the authority to bind the organization (required)

Certification date (yyyy-mm-dd) (required) 2025-12-17

Certifier information

Table 6: Certifier information

Last name (required)	First name (required)	Position title (required)	Business phone number (required)	Business phone number extension	Email (required)	Alternate phone number	Alternate phone number extension	Fax number
Syms	Catherine	Director	226-753-5628	N/A	Catherine.Syms@grhosp.on.ca	N/A	N/A	N/A

Primary contact for the organization(s)

Check if the primary contact is same as the certifier

Table 7: Primary contact information

Last name (required)	First name (required)	Position title (required)	Business phone number (required)	Business phone number extension	Email (required)	Alternate phone number	Alternate phone number extension	Fax number
Latif	Ruby	Director	519-742-3611	N/A	ruby.latif@wrhn.ca	519-504-2960	N/A	N/A

Compliance questions

General Section

Is your organization in compliance with all applicable requirements of the General Section? Yes No

Resources for Question

- Read Ontario Regulation 191/11, Part I: General ([https://www.ontario.ca/laws/regulation/110191#BK0 ↗](https://www.ontario.ca/laws/regulation/110191#BK0))
- Learn more about your requirements for question 1 ([https://www.ontario.ca/page/accessibility-rules-public-sector-organizations ↗](https://www.ontario.ca/page/accessibility-rules-public-sector-organizations))
- Accessibility Policy Sample ([https://forms.mgcs.gov.on.ca/dataset/on00090 ↗](https://forms.mgcs.gov.on.ca/dataset/on00090))
- Designated Public Sector and Multi-Year Accessibility Plans ([https://forms.mgcs.gov.on.ca/dataset/on00120 ↗](https://forms.mgcs.gov.on.ca/dataset/on00120))
- Accessibility Training Requirements Checklist ([https://forms.mgcs.gov.on.ca/dataset/on00092 ↗](https://forms.mgcs.gov.on.ca/dataset/on00092))
- The Accessibility Standards Checklist ([https://forms.mgcs.gov.on.ca/dataset/on00125 ↗](https://forms.mgcs.gov.on.ca/dataset/on00125))

Comments for Question (Please provide additional details to support your answer)

WRHN has accessibility policies in place that apply across its sites and remain in effect until formally replaced or retired. An Accessibility Multi-Year Plan is publicly posted on the WRHN website. WRHN has processes in place to ensure required accessibility training is provided to staff, and training records are maintained. Policy updates are communicated internally and publicly posted. Where self-service kiosks are in use, assistance is available. Patient materials are reviewed for accessibility.

Information and Communications Standards

Is your organization in compliance with all applicable requirements of the Information and Communications Standards? Yes No

Resources for Question

- Read Ontario Regulation 191/11, Part II: Information and Communications Standards (<https://www.ontario.ca/laws/regulation/110191#BK8> ↗)
- Accessible Educational and Training Resources and Materials Checklist (<https://forms.mgcs.gov.on.ca/dataset/on00119> ↗)
- World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 (<https://www.w3.org/WAI/standards-guidelines/wcag/> ↗)
- The Accessibility Standards Checklist (<https://forms.mgcs.gov.on.ca/dataset/on00125> ↗)

Comments for Question (Please provide additional details to support your answer)

WRHN has processes in place to meet the applicable Information and Communications Standards under the AODA, including ensuring its public website meets accessibility requirements, providing accessible formats and communication supports upon request, maintaining an accessible feedback process, and ensuring education and training materials are accessible.

Employment Standards

Is your organization in compliance with all applicable requirements of the Employment Standards? Yes No

Resources for Question

- Read Ontario Regulation 191/11, Part III: Employment Standards (<https://www.ontario.ca/laws/regulation/110191#BK20> ↗)
- Learn more about your requirements for question 3 (<https://www.ontario.ca/page/accessibility-rules-public-sector-organizations#section-8> ↗)
- Sample Return to Work Process and Plan (<https://forms.mgcs.gov.on.ca/dataset/0047> ↗)
- Sample Accommodation Process and Plan (<https://forms.mgcs.gov.on.ca/dataset/0048> ↗)
- Providing Accessible Emergency Information to Staff (<https://forms.mgcs.gov.on.ca/dataset/on00032> ↗)

- Accessible Recruitment Process (<https://forms.mgcs.gov.on.ca/dataset/on00031> ↗)
- The Accessibility Standards Checklist (<https://forms.mgcs.gov.on.ca/dataset/on00125> ↗)

Comments for Question (Please provide additional details to support your answer)

WRHN has processes in place to meet the applicable Employment Standards under the AODA and to accommodate employees with disabilities throughout their employment in accordance with the Ontario Human Rights Code. This includes accessible recruitment practices, informing employees of the availability of accommodations, providing individualized accommodation and return-to-work processes, considering accessibility in performance management, and providing workplace emergency response information where required.

Transportation Standards

- Does your organization provide transportation services, either directly or through a third party? Yes No

Resources for Question

- Read Ontario Regulation 191/11, Part IV: Transportation Standards (<https://www.ontario.ca/laws/regulation/110191#BK34> ↗)
- Learn more about your requirements for question 4 (<https://www.ontario.ca/page/accessibility-rules-public-sector-organizations#section-10> ↗)
- Transportation Standards Reference Guide (<https://forms.mgcs.gov.on.ca/dataset/on00336> ↗)

Comments for Question (Please provide additional details to support your answer)

WRHN does not operate public transportation services as defined under the AODA. Any staff-only shuttle services are considered employment-related and are addressed through employment accommodation processes.

Design of Public Spaces Standards

Is your organization in compliance with all applicable requirements of the Design of Public Spaces Standards? Yes No

Resources for Question

- Read Ontario Regulation 191/11, Part IV.1: Design of Public Spaces Standards ([https://www.ontario.ca/laws/regulation/110191#BK91 ↗](https://www.ontario.ca/laws/regulation/110191#BK91))
- Learn more about the requirements for Question 5 ([https://www.ontario.ca/page/accessibility-rules-public-sector-organizations#section-11 ↗](https://www.ontario.ca/page/accessibility-rules-public-sector-organizations#section-11))
- Design of Public Spaces Standards (DOPS) Reference Guide ([https://forms.mgcs.gov.on.ca/dataset/on00335 ↗](https://forms.mgcs.gov.on.ca/dataset/on00335))

Comments for Question (Please provide additional details to support your answer)

WRHN complies with the applicable Design of Public Spaces Standards under the AODA. Where public spaces have been newly constructed or redeveloped, accessibility requirements are incorporated as part of planning and implementation.

Customer Service Standards

Is your organization in compliance with all applicable requirements of the Customer Service Standards? Yes No

Resources for Question

- Read Ontario Regulation 191/11, Part IV.2: Customer Service Standards (<https://www.ontario.ca/laws/regulation/110191#BK148> ↗)
- Learn more about your requirements for question 6 (<https://www.ontario.ca/page/accessibility-rules-public-sector-organizations#section-7> ↗)
- The Accessibility Standards Checklist (<https://forms.mgcs.gov.on.ca/dataset/on00125> ↗)

Comments for Question (Please provide additional details to support your answer)

WRHN complies with the applicable Customer Service Standards under the AODA. Service animals and support persons are permitted. An accessible feedback process is available in multiple formats. Notices of temporary service disruptions are communicated to patients and visitors, with efforts made to provide alternate accessible arrangements where required. Accessible formats and communication supports are provided upon request. Patient-facing materials are reviewed in collaboration with Communications, with accessibility considerations addressed.