



## Accessibility Policy – (AODA / IASR)

Ontario Baseball Association (OBA) is committed to meeting its obligations under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and the Integrated Accessibility Standards Regulation (IASR).

### 1. Scope and Limitation of Responsibility

This policy applies only to goods, services, employment practices, information, and communications that are directly created, delivered, or controlled by OBA. OBA does not own, lease, operate, or control public facilities or physical premises. Nothing in this policy is intended to transfer or assume accessibility responsibilities for third-party facilities, venues, municipalities, member clubs, or other external organizations.

### 2. Legislative Basis

This policy is established in accordance with the following mandatory provisions of the IASR that apply to OBA:

- Customer Service Standard
- General Accessibility Requirements
- Information and Communications Requirements (first-party only)
- Employment Accessibility Requirements (where applicable)

### 3. Accessible Customer Service

OBA shall provide its programs, services, and administrative functions in a manner that respects the dignity, independence, integration, and equal opportunity of persons with disabilities.

This includes maintaining an accessible feedback process, permitting support persons and service animals where OBA controls access, and ensuring that individuals acting on behalf of OBA receive required accessibility training.

### 4. Information and Communications

OBA shall, upon request, provide accessible formats and communication supports for information and materials that it directly creates or controls, including policies, registration materials, and official communications.

Requests will be addressed through consultation with the individual making the request to determine an appropriate format or support.

### 5. Employment Accessibility (If Applicable)

Where OBA employs staff, OBA shall comply with employment-related accessibility requirements under the IASR, including notifying employees and applicants of available accommodations and providing accessible formats and communication supports upon request.



## **6. Accessibility Training**

OBA shall ensure that employees, volunteers, board members, and others acting on its behalf receive training on the requirements of the AODA and the IASR, as required by law.

## **7. Accessibility Planning**

Where required under the IASR, OBA shall maintain a Multi-Year Accessibility Plan that addresses only barriers within OBA's direct control. The plan shall be reviewed at least once every five years and made available in an accessible format upon request.

## **8. Excluded Standards**

Standards related to Transportation Services and the Design of Public Spaces do not apply to OBA, as OBA does not provide public transportation services or own or redevelop public spaces.

## **9. Administration and Review**

This policy will be reviewed periodically to ensure ongoing legal compliance. Questions or requests related to this policy may be directed to the OBA office.



## Ontario Baseball Association

### Multi-Year Accessibility Plan (First-Party Scope)

This Multi-Year Accessibility Plan (the "Plan") outlines Ontario Baseball Association's (OBA) strategy to meet its legal obligations under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and the Integrated Accessibility Standards Regulation (IASR).

This Plan is intentionally limited to accessibility barriers within OBA's direct control as a first-party service provider and employer. OBA does not own, lease, operate, or control physical facilities or public venues.

#### Plan Duration

2026–2031 (Five-Year Plan)

#### 1. Legislative Framework

This Plan is established in accordance with Ontario Regulation 191/11 – Integrated Accessibility Standards Regulation, and addresses the following applicable requirements:

- General Requirements
- Customer Service Standard
- Information and Communications Standard (first-party only)
- Employment Standard (where applicable)

#### 2. Statement of Commitment

OBA is committed to providing programs, services, employment practices, and communications that are accessible to persons with disabilities, in a manner that respects dignity, independence, integration, and equal opportunity, as required by law.

#### 3. Scope and Responsibility

This Plan applies only to barriers related to policies, procedures, information, communications, employment practices, and service delivery activities that are directly created, managed, or controlled by OBA.

Accessibility of physical facilities, sport venues, or infrastructure owned or operated by municipalities, member clubs, schools, or third-party organizations remains the responsibility of those entities.

#### 4. Accessible Customer Service

Current Status:

- OBA maintains an AODA-compliant Accessible Customer Service Policy
- An accessible feedback mechanism is in place
- Training is provided to individuals acting on behalf of OBA

Planned Actions (Ongoing):



- Maintain customer service accessibility training as required by law

- Periodically review customer service practices to ensure continued compliance

## **5. Information and Communications**

Current Status:

- OBA provides accessible formats of first-party materials upon request
- Accessibility feedback is accepted in multiple formats

Planned Actions (2026–2031):

- Continue responding to requests for accessible formats through consultation
- Monitor first-party web content and digital communications for accessibility barriers

## **6. Employment Accessibility (If Applicable)**

Current Status:

- OBA notifies employees and applicants that accommodations are available

Planned Actions:

- Provide accessible formats and supports upon request
- Maintain accommodation and return-to-work processes consistent with the IASR

## **7. Training**

Current Status:

- AODA training is required for employees, board members, and volunteers acting on behalf of OBA

Planned Actions:

- Refresh training as required following legislative or policy updates

## **8. Excluded Standards**

Transportation Standards and Design of Public Spaces Standards do not apply to OBA, as OBA does not provide transportation services and does not own, construct, or redevelop public spaces.

## **9. Review and Reporting**

This Plan will be reviewed at least once every five years and updated as required to reflect legislative changes or changes in OBA's operations. The Plan will be made available in an accessible format upon request.



Document Revision History:

Date	Name	Comments
12-Feb-17	Board of Management	Approved
17-Oct-20	Board of Management	Approved
21-May-26	Board of Directors	Approved