Office of the Auditor General of Ontario

Barrier Prevention and Removal Plan

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1.0 Document History

Revision Number	Revision Date	Effective Date	Description of Changes	Approved By
N/A	N/A	October 1, 2026	N/A	Pauline Yick, Chief Operating Officer

2.0 Policy Statement

The Office of the Auditor General of Ontario ("OAGO") is committed to structuring its workplace such that all employees can participate equally. The OAGO recognizes its obligations under the Human Rights Code, R.S.O. 1990, c. H.19, and the Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c. 11 to ensure that its workplace is inclusive. The purpose of this plan is to set out a proactive approach to the removal of barriers.

3.0 Review Policy

The OAGO will review this plan as required and along with the Multi-Year Accessibility Plan review cycle.

4.0 Effective Date and Timing

This Policy comes into effect on October 1, 2026.

5.0 Barrier Removal

The OAGO is committed to taking the following steps to identify, prevent, and remove barriers.

5.1 Physical and Architectural Barriers

The OAGO will comply with all applicable accessibility requirements when building or making major changes to the office space.

5.2 Informational and Communication Barriers

- The OAGO will provide alternative text formats for all company policies upon request within 2 years.
- The OAGO will continue to offer wellness programs to employees.
- The OAGO will update its intranet, which will serve as a repository for organizational emergency information, OAGO policies and forms.
- The OAGO will communicate with people with disabilities in ways that take into account their disability and will ensure its process for receiving and responding to feedback is accessible and timely.
- The OAGO will identify and respond to accessibility issues in information technology (IT).
- The OAGO will continue to provide employees with disabilities with individualized emergency response information.

5.3 Attitudinal Barriers

The OAGO will offer human rights and accessibility training to all managers every year, and to other employees within 1 year of being hired and thereafter when there are changes in law or policy; and will post copies of its training materials on its Learning Management System.

5.4 Technology Barriers

The OAGO's Information Technology ("IT") staff will ensure that its website and intranet are accessible to users of adaptive technology within 2 years.

The IT staff will continue to respond on an as-needed basis to assist in making content accessible for employees who use adaptive technology.

5.5 Barriers Created by Policies or Practices

The OAGO will maintain its policies and practices to ensure a barrier-free recruitment, selection and promotion process and will update its policies within 1 year. The OAGO will conduct a review of its existing discipline and termination policy and identify and address any barriers in the policy.

5.6 Reporting

The OAGO will prepare an annual report setting out its progress in meeting the above steps.

6.0 Approval

Authorization	Pauline Yick Chief Operating Officer  Date: October 1, 2026
Effective Date	
Date Last Amended	Not applicable
Date of Next Review	As required / Q1 2030
Contact	Accessibility@auditor.on.ca