

## Working Together - The Code and the AODA

Date / Time	Student Score	Passing Score	Result
May 10, 2023 11:08 am	94.44	80	Pass

### Working Together - The Code and the AODA

#	Question	Correct Answer	Student Answer	Result	Points Awarded
1	The goal of the Human Rights Code (the Code) is to:	D) A and B		Correct	1
2	The Code and the AODA work together in the following ways:	E) B, C and D.	E) B, C and D.	Correct	1
3	The AODA standards apply to:	All organizations (public, private, and not-for-profit) with one or more employees in Ontario.	All organizations (public, private, and not-for-profit) with one or more employees in Ontario.	Correct	1
4	In the Code, disabilities can include (check all that apply):	Workplace injuries, Environmental sensitivities, Epilepsy, Substance addictions, Hearing, Vision, Cognitive or intellectual development, Learning disabilities, Mental health, Physical limitations	Hearing, Vision, Learning disabilities, Physical limitations	Incorrect	0
5	Barriers to accessibility prevent people with disabilities from fully taking part in the social and economic life of our communities. An example of an information and communications barrier is:	Providing documents with print that's too small.			0
6	"Ableism" is a tendency to see people with disabilities as less worthy, underestimating their potential, or excluding them from decisions that affect them.	True			0
7	Organizations can choose the same accommodation for people with same types of disabilities, so what works for one person will work for other people, too.	False	False	Correct	1
8	Undue hardship is the legal limit of the duty to accommodate. It refers to situations where severe negative effects outweigh the benefit of providing	Cost, external funding sources (such as grants),	Cost, external funding sources (such as grants),	Correct	1

	accommodation. What are the three factors used to determine undue hardship?	and health and safety	and health and safety		
9	When a person requests an accommodation, the employer, landlord or service provider must:	All of the above	All of the above	Correct	1
10	If you need an accommodation, what should you do?	All of the above.	All of the above.	Correct	1
11	Except for small organizations, employers must have a written process to document an employee's accommodation needs in an individual accommodation plan.	True	True	Correct	2
12	How can an organization avoid potential human rights complaints and litigation?	By understanding and applying human rights principles.	By understanding and applying human rights principles.	Correct	2
13	Which of the following are human rights principles that organizations should follow when implementing the AODA standards?	All of the above.	All of the above.	Correct	1
14	The Ontario Human Rights Commission...	Provides policies, guidelines and other information on disability and the duty to accommodate.	Provides policies, guidelines and other information on disability and the duty to accommodate.	Correct	1
15	The Human Rights Tribunal...	Hears discrimination claims from individuals who believe an organization or person has failed to accommodate disability-related needs.	Hears discrimination claims from individuals who believe an organization or person has failed to accommodate disability-related needs.	Correct	1
16	The Human Rights Legal Support Centre...	Helps people through the human rights process, such as completing an application or claim to the Tribunal.	Helps people through the human rights process, such as completing an application or claim to the Tribunal.	Correct	1
17	Can individuals file accessibility complaints under the AODA?	No	No	Correct	2