

AODA Return to Work Plan



A template you can adapt to help disabled employees return to work.

The *Accessibility for Ontarians with Disabilities Act* (AODA) requires employers to implement measures to ensure the workplace is accessible to persons with disabilities. For private sector companies and not-for-profits with 50 or more employees, one of these required measures is implementing a return to work plan for employees who are absent due to disabilities and who need accommodations to return to work. Workers comp boards of several jurisdictions impose similar requirements for workers returning to work after disabling work injuries or occupational diseases. In either case, the template below, which comes from the Accessibility Ontario government website, is an excellent starting point for creating a return to work plan regardless of which jurisdiction you're in.