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Summer Updates from HR Performance & Results

Happy end of summer! We hope you have enjoyed these warm, sunny months. As we close out the summer, we wanted to share some photos of our annual team event. This year, our end-of-summer fun was hosted at the Scenic Caves in Collingwood. Thank you to the great staff there for hosting us! We had a blast - and some of the team even braved "Fat Man's Misery"!



Accessibility Compliance Report due December 31, 2023

The *Accessibility for Ontarians with Disabilities Act* (AODA) is a provincial law that aims to identify, eliminate, and prevent barriers, and foster inclusion for persons with disabilities. The *Integrated Accessibility Standard Regulations* (IASR) has five standards that government, public sector organizations, private businesses, and non-profits must comply with in order to be accessible to persons with disabilities.

- One of the legal requirements under the AODA is that businesses and non-profit organizations with 20 or more employees in

Ontario file an Accessibility Compliance Report every three years. **The reporting deadline is December 31, 2023.** For information on filing your Accessibility Compliance Report, contact us today.

- Another legal requirement under the AODA is to provide training to your employees on the AODA and the Ontario *Human Rights Code* as it relates to persons with disabilities. [Contact us today](#) for information on our customized e-learning training and our e-commerce programs that fully meet your legal obligations.

New Heat Stress Regulation Proposed under the OHSA

On August 1, 2023, the Ministry of Labour, Immigration, Training and Skills Development proposed a new heat stress regulation under the Occupational Health and Safety Act. This regulation has been proposed due to the increase in temperatures and extreme heat over recent years, which has led to concerns about heat-related illnesses in the workplace. As our climate continues to change, heat stress and other heat-related occupational illnesses present an increased hazard to workers.

It is important to note that this proposed regulation is at the preliminary stage only. We will monitor the proposal and provide updates as they become available.

Upcoming Training: Send your Employees "Back to School"!

Effective Conflict Resolution

Conflict in any workplace is inevitable. It's how you manage and resolve the

conflict that determines the impact on your workplace culture and ultimately the retention of your employees. In this workshop, participants will learn effective conflict resolution skills that they can immediately apply in the workplace.

Contact Nicole Vanderpost at nicole@hrpar.ca to register.

DATE & TIME:

Thursday, October 5, 2023
8:30 a.m. - 12:30 p.m.

LOCATION:

HRPAR Office

PRICE:

\$249.00 (+HST)

Why Can't I Just Fire Them?

You can - but it will cost you! During this practical, interactive workshop, participants will learn how to manage the risks associated with managing difficult employment related matters and possible termination outcomes.

Contact Nicole Vanderpost at nicole@hrpar.ca to register.

DATE & TIME:

Wednesday, November 22, 2023
8:30 a.m. - 12:30 p.m.

LOCATION:

HRPAR Office

PRICE:

\$249.00 (+HST)

Essentials of Supervision – Workshop Series

HR Performance & Results is pleased to present the Essentials of Supervision workshop series. This six-week workshop is offered in a hybrid model allowing participants to choose to attend in-person at our 151 Ferris Lane office, or

virtually via Zoom.

The purpose of our Essentials of Supervision workshop is to assist supervisors in gaining the confidence and knowledge in becoming an effective supervisor and to provide practical tips and strategies for immediate application in their workplaces. For further information, please visit our website at www.hrpar.ca.

Please note that all seats are filled for the Fall session. Contact Nicole Vanderpost at nicole@hrpar.ca to register for the Winter session beginning January 10, 2024.

Blog



SEPTEMBER 8, 2022

HUMAN RESOURCES

National Day for Truth and Reconciliation - Why We Recognize September 30th

With the National Day for Truth and Reconciliation approaching on September 30th, it is important to understand the meaning behind the day and its importance in the reconciliation process. It is critically important for all

Canadians to listen to Survivors, their families, communities and others affected by the residential school system and educate Canadians about their experiences. The following information is intended to start the education process and encourage you to continue the conversation....

— [Read More](#)

Visit Our Website >



LOCATION

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OFFICE HOURS

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