

Organization category [Designated Public Sector](#)

Number of employees range [50+](#)

Filing organization legal name [Liquor Control Board of Ontario](#)

Filing organization business number (BN9) [122241177](#)

Fields marked with an asterisk (\*) are mandatory.

## B. Understand your accessibility requirements

Before you begin your report, you can learn about your accessibility requirements at [ontario.ca/accessibility](https://ontario.ca/accessibility)

Additional accessibility requirements apply if you are:

- [a library board](#)
- [a producer of education material \(e.g. textbooks\)](#)
- [an education institution \(e.g. school board, college, university or school\)](#)
- [a municipality](#)

If you are a municipality submitting this report, and submitting on behalf of local boards, please indicate which boards below.

## C. Accessibility compliance report certification

Section 15 of the *Accessibility for Ontarians with Disabilities Act, 2005* requires that accessibility reports include a statement certifying that all the required information has been provided and is accurate, signed by a person with authority to bind the organization(s).

**Note:** It is an offence under the Act to provide false or misleading information in an accessibility report filed under the AODA.

The certifier may designate a primary contact for the Ministry for Seniors and Accessibility to contact the organization(s); otherwise the certifier will be the main contact.

**Certifier:** Someone who can legally bind the organization(s).

**Primary Contact:** The person who will be the main contact for accessibility issues.

### Acknowledgement

☒ I certify that all the information is accurate and I have the authority to bind the organization \*

Certification date (yyyy-mm-dd) \* [2023-02-24](#)

### Certifier information

Last name *		First name *	
<a href="#">Keenan</a>		<a href="#">Barb</a>	
Position title *	Position title other *	Business phone number *	Extension
<a href="#">Other</a>	<a href="#">Chief People Officer</a>	<a href="#">416-357-3476</a>	

☐ Check here if TTY

Email *	barb.keenan@lcbo.com			Alternate phone number	Extension	Fax number
<b>Primary contact for the organization(s)</b>						
<input type="checkbox"/> Check if the primary contact is same as the certifier						
Last name *			First name *			
Nigro			Michael			
Position title *	Business phone number *	Extension	<input type="checkbox"/> Check here if TTY			
Director	437-238-5222					
Email *	michael.nigro@lcbo.com			Alternate phone number	Extension	Fax number

## D. Accessibility compliance report questions

### Instructions

Please answer each of the following compliance questions. Use the Comments box if you wish to comment on any response.

If you need help with a specific question, click the help links which will open in a new browser window. Use the link on the left to view the relevant AODA regulations and the link on the right to view relevant accessibility information resources.

### General

1. Has your organization created and implemented written policies on how to achieve accessibility by meeting all applicable accessibility requirements in the IASR? \*
- ☒ Yes ☐ No

[Read O. Reg. 191/11, s. 3 \(1\): Establishment of accessibility policies](#)

[Learn more about your requirements for question 1](#)

Comments for question 1 The LCBO has a series of accessibility policies in support of and to champion how the organization meets all applicable accessibility requirements in the IASR.

2. Has your organization established and implemented a multi-year accessibility plan? \*
- (If Yes, please answer additional questions)
- ☒ Yes ☐ No

[Read O. Reg. 191/11, s. 4 \(1\): Accessibility plans](#)

[Learn more about your requirements for question 2](#)

- 2.a. Does your organization have a website? \*
- (If Yes, please answer additional questions)
- ☒ Yes ☐ No

[Read O. Reg. 191/11, s. 4 \(1\): Accessibility plans](#)

[Learn more about your requirements for question 2.a](#)

Comments for question 2.a The LCBO's primary public-facing website is LCBO.com.

- 2.a.i Is your organization's accessibility plan posted on your organization's website? \*
- ☒ Yes ☐ No

[Read O. Reg. 191/11, s. 4 \(1\): Accessibility plans](#)

[Learn more about your requirements for question 2.a.i](#)

Comments for question 2.a.i The LCBO's Multi-Year Accessibility Plan is publicly posted on LCBO.com.

2.a.ii Does your organization provide the accessibility plan in an accessible format when requested? \* ☒ Yes ☐ No

[Read O. Reg. 191/11, s. 4 \(1\): Accessibility plans](#)

[Learn more about your requirements for question 2.a.ii](#)

Comments for question 2.a.ii [Upon request, the LCBO will provide a copy of the Multi-Year Accessibility Plan in an accessible format.](#)

2.b Does your organization update the accessibility plan at least once every 5 years? \* ☒ Yes ☐ No

[Read O. Reg. 191/11, s. 4 \(1\): Accessibility plans](#)

[Learn more about your requirements for question 2.b](#)

Comments for question 2.b [The LCBO updates its Multi-Year Accessibility Plan in 5 year intervals.](#)

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3. Does your organization provide appropriate training on: \*

[Read O. Reg. 191/11, s. 7 \(1\): Training](#)

[Learn more about your requirements for question 3](#)

3.a. The AODA Integrated Accessibility Standards Regulation? \* ☒ Yes ☐ No

[Read O. Reg. 191/11, s. 7 \(1\): Training](#)

[Learn more about your requirements for question 3.a](#)

Comments for question 3.a [The LCBO provides training on the AODA and the IASR.](#)

3.b The Human Rights Code as it pertains to people with disabilities? \* ☒ Yes ☐ No

[Read O. Reg. 191/11, s. 7 \(1\): Training](#)

[Learn more about your requirements for question 3.b](#)

Comments for question 3.b [The LCBO provides training on the Human Rights Code as it pertains to people with disabilities.](#)

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## Information and communications

4. Does your organization have a process for receiving and responding to feedback that is accessible to people with disabilities? \* ☒ Yes ☐ No

**Note:** This requirement is applicable regardless of whether customers are permitted on your premises  
(If Yes, please answer an additional question)

[Read O. Reg. 191/11, s. 11 \(1\): Feedback](#)

[Learn more about your requirements for question 4](#)

4.a. Does your organization notify the public about the availability of accessible formats and communications supports with respect to the feedback process? \* ☒ Yes ☐ No

**Note:** This requirement is applicable regardless of whether customers are permitted on your premises. \*

[Read O. Reg. 191/11, s. 11 \(2\): Feedback](#)

[Learn more about your requirements for question 4.a](#)

Comments for question 4.a      This process is publicly posted on LCBO.com at all times.

5. Does your organization have one (or more) website(s) which it controls directly or indirectly ('controls' means that your organization is able to add, remove and/or modify content and functionality of the website)? \* ☒ Yes ☐ No  
(If Yes, please answer an additional question)

[Read O. Reg. 191/11, s. 14: Accessible websites and web content](#)

[Learn more about your requirements for question 5](#)

- 5.a. Do all your organization's internet websites conform to World Wide Web Consortium Web Content Accessibility Guidelines 2.0 Level AA (except for live captions and pre-recorded audio descriptions)? In the comments box, please list the complete names and addresses of your publicly available web content, including websites, social media pages, and apps. \* ☒ Yes ☐ No

[Read O. Reg. 191/11, s. 14: Accessible websites and web content](#)

[Learn more about your requirements for question 5.a](#)

Comments for question 5.a      LCBO.com <http://www.LCBO.com>  
Doing Business with LCBO <http://www.doingbusinesswithlcbo.com>  
Hello LCBO <http://www.hellolcbo.com>  
LCBO Next <http://www.lcbonext.com>  
Webstore (Licensee) <https://www.lcbowebstore.ca/>  
Grocery Operations <https://www.lcbowholesaleoperations.com>  
My LCBO <http://www.mylcbo.com>  
Vintages Shop Online <http://vintagesshoponline.com>  
Sale of Data <http://sod.lcbo.com>  
GMS Portal <https://lcbo.tangentiacommerce.com/>  
Direct Delivery Portal <https://ddvp.lcbo.com>  
Convenience Outlets (LCO) <https://convenienceoutlets.lcbo.com>  
WebPO <https://lcbowebpo.lcboadmin.com/webPO/Login.aspx>  
Product Recall <https://qaalerts-lcbo.msapproxy.net/QAAlerts/>  
NISS <https://niss.qlogitek.com/NISS>  
Givex <http://cws.givex.com/cws/lcbo/consumer/main/home.py>  
Facebook <https://www.facebook.com/LCBO>  
Instagram <https://www.instagram.com/lcbo/>  
Pinterest <https://www.pinterest.ca/lcboPinterest/>  
Twitter <https://twitter.com/LCBO>  
Instagram <https://www.instagram.com/lcbofoodanddrink/>  
Pinterest <https://www.pinterest.c>

## Customer Service

6. Does your organization provide training about providing goods, services or facilities to persons with disabilities to the following? \* ☒ Yes ☐ No
- Staff and volunteers
  - People involved in developing accessibility policies
  - People providing goods, services or facilities on behalf of the organization
- (If Yes, please answer an additional question)

[Read O. Reg. 191/11, s. 80.49: Training for staff, etc.](#)

[Learn more about your requirements for question 6](#)

6.a. Does the training include all of the following: \*

☒ Yes ☐ No

- A review of the purposes of the AODA?
- A review of the purposes of the Customer Service Standards?
- How to interact and communicate with persons with various types of disability?
- How to interact with persons with disabilities who use an assistive device or require the assistance of a guide dog or other service animal or the assistance of a support person?
- How to use equipment or devices available on the provider's premises or otherwise provided by the provider that may help with the provision of goods, services or facilities to a person with a disability?
- What to do if a person with a particular type of disability is having difficulty accessing the provider's goods, services or facilities?

[Read O. Reg. 191/11, s. 80.49: Training for staff, etc.](#)

[Learn more about your requirements for question 6.a](#)

Comments for question 6.a [Training for all of the above groups is provided and includes the items listed above.](#)

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7. Does your organization provide information in an accessible format? \*  
( If Yes, please answer additional questions)

☒ Yes ☐ No

[Read O. Reg. 191/11, s. 80.51 \(1\): Format of documents](#)

[Learn more about your requirements for question 7](#)

7.a. Is the provision of information in accessible format done so in a timely manner that takes into account the individual's disability? \*

☒ Yes ☐ No

[Read O. Reg. 191/11, s. 80.51 \(1\): Format of documents](#)

[Learn more about your requirements for question 7.a](#)

Comments for question 7.a [This information is provided to the respondent in a timely manner.](#)

7.b. Is the provision of information in accessible format at a cost no more than the regular cost charged to other persons? \*

☒ Yes ☐ No

[Read O. Reg. 191/11, s. 80.51 \(1\): Format of documents](#)

[Learn more about your requirements for question 7.b](#)

Comments for question 7.b [This information is provided to the respondent at no charge.](#)

8. Does your organization ever require a person with a disability to be accompanied by a support person when on your premises? \* ☐ Yes ☒ No  
(If Yes, please answer an additional question)

[Read O. Reg. 191/11, s. 80.47 \(5\): Use of service animals and support persons](#)

[Learn more about your requirements for question 8](#)

- 8.a. Does your organization do all of the following before requiring a person with a disability to be accompanied by a support person on your premises: \* ☐ Yes ☐ No
- Consult with the person with a disability?
  - Determine a support person is necessary to protect the health or safety of the person with a disability or others on premises?
  - Determine that there is no other way to protect the health or safety of the person with a disability or others on premises?

[191/11, s. 80.47 \(5\): Use of service animals and support persons](#)

[Learn more about your requirements for question 8.a](#)

Comments for  
question 8.a

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## Employment

9. Does your organization employ any persons with disabilities for whom you have provided individualized workplace emergency response information? \* ☒ Yes ☐ No  
(If Yes, please answer additional questions)

[Read O. Reg. 191/11, s. 27 \(1\): Workplace emergency response information](#)

[Learn more about your requirements for question 9](#)

- 9.a. Does your organization review the individualized workplace emergency response information for all of the following? \* ☒ Yes ☐ No
- When the employee moves to a different location in the organization?
  - When the employee's overall accommodation needs or plans are reviewed?
  - When your organization reviews its general emergency policies?

[Read O. Reg. 191/11, s. 27 \(4\): Workplace emergency response information](#)

[Learn more about your requirements for question 9.a](#)

Comments for question 9.a [The LBCO has procedures in place for each of the scenarios listed.](#)

- 9.b. Do any of the employees for whom your organization has provided individualized workplace emergency response information require assistance? \* ☒ Yes ☐ No  
(If Yes, please answer additional questions)

[Read O. Reg. 191/11, s. 27 \(2\): Workplace emergency response information](#)

[Learn more about your requirements for question 9.b](#)

Comments for question 9.b [The LCBO has provided the appropriate assistance to the employees who have been provided workplace emergency response information.](#)

- 9.b.i Has your organization, with the employee's consent, provided the workplace emergency response information to the person designated to provide assistance to the employee? \* ☒ Yes ☐ No

[Read O. Reg. 191/11, s. 27 \(2\): Workplace emergency response information](#)

[Learn more about your requirements for question 9.b.i](#)

Comments for question 9.b.i [The LCBO has proactively taken this approach listed.](#)

- 9.b.ii Was the individualized workplace emergency response information provided as soon as practicable after your organization became aware of the need for accommodation due to the employee's disability? \* ☒ Yes ☐ No

[Read O. Reg. 191/11, s. 27 \(3\): Workplace emergency response information](#)

[Learn more about your requirements for question 9.b.ii](#)

Comments for question 9.b.ii [This information was provided as soon as practicable in all cases.](#)

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## Design of public spaces

10. Since January 1, 2017, has your organization constructed new or redeveloped any of the following items? \* ☒ Yes ☐ No

- Outdoor public use eating areas
- Outdoor play space
- Off-street parking
- Service counter
- Fixed queuing guides
- Waiting areas

(If Yes, please answer additional questions)

[Read O. Reg. 191/11 Part IV.1: Design of public spaces standards](#)

[Learn more about your requirements for question 10](#)

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10.a. Where applicable, do the newly constructed or redeveloped items meet the general requirements as outlined in the Design of Public Spaces Standards? \* ☒ Yes ☐ No

[Read O. Reg. 191/11 Part IV.1: Design of public spaces standards](#)

[Learn more about your requirements for question 10.a](#)

Comments for question 10.a [All newly constructed and/or redeveloped Service Counters, Fixed Queues and Waiting Areas all meet or exceed the requirements in the Design of Public Spaces Standards.](#)

10.b. Does your organization's multi-year accessibility plan include procedures for preventative and emergency maintenance of the accessible elements in public spaces, and for dealing with temporary disruptions when accessible elements are not in working order? \* ☒ Yes ☐ No

[Read O. Reg. 191/11, s. 80.44: Maintenance of accessible elements](#)

[Learn more about your requirements for question 10.b](#)

Comments for question 10.b [This item is included in the LCBO's Multi-Year Accessibility Plan.](#)

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## AODA

11. Is your organization a municipality with population of 10,000 or more? \* ☐ Yes ☒ No  
(If Yes, please answer additional questions)

[Read Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c. 11, s. 29: Municipal Accessibility Advisory Committees](#)

[Learn more about your requirements for question 11](#)

11.a. Has your organization established an accessibility advisory committee as described in Section 29 of the AODA? \* ☐ Yes ☐ No  
(If yes, please answer additional questions)

[Read Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c. 11, s. 29: Municipal Accessibility Advisory Committees](#)

[Learn more about your requirements for question 11.a](#)

Comments for question 11.a

11.a.i Is the majority of members in the committee persons with disabilities? \* ☐ Yes ☐ No

[Read Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c. 11, s. 29: Municipal Accessibility Advisory Committees](#)

[Learn more about your requirements for question 11.a.i](#)

Comments for question 11.a.i



11.a.ii Has the committee provided advice to council about site plans and drawings (as described in Section 41 of the *Planning Act*) as well as advice on the requirements and implementation of accessibility standards? \*

☐ Yes

☐ No

[Read Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c. 11, s. 29: Municipal Accessibility Advisory Committees](#)

[Learn more about your requirements for question 11.a.ii](#)

Comments for  
question 11.a.ii

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