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MULTI YEAR ACCESSIBILITY PLAN

DEPARTMENT	CLERK	POLICY NUMBER	07-17
EFFECTIVE DATE	November 6, 2017	LEGISLATIVE AUTHORITY	Accessibility for Ontarians with Disabilities Act Ontario Human Rights Code
APPROVED BY:	RESOLUTION : 2017-415		

POLICY STATEMENT

The Corporation of the Township of Wellington North (the Township) is committed to eliminating barriers and improving accessibility for persons with disabilities in a manner that respects dignity, independence, integration and equal opportunity.

ACCESSIBILITY STATEMENT

This Multi Year Accessibility Plan lays the foundation to ensuring the Township promotes, encourages and provides an accessible community which ensures equality for all in the Township of Wellington North.

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BACKGROUND

The Ontarians with Disabilities Act (AODA), the Ontarians with Disabilities Act, 2001 and Integrated Accessibility Standards (IAS) are the guiding legislation under which municipalities ensure they are moving to a fully accessible environment for all individuals by 2025.

Specifically, the AODA sets out accessibility standards in the areas of:

- Customer Service
- General Requirements
- Information and Communications
- Employment
- Transportation (n/a as the municipality does not operate a transit system)
- Design of Public Spaces

One component of compliance is an Accessibility Policy setting out the standards and how the municipality will comply.

The second component of compliance is to prepare a multi-year accessibility plan to use as a framework to show what has been done and what will be done to achieving full accessibility in Wellington North.

In December 2012, Council passed a resolution to adopt its first multi-year accessibility plan which became effective January 1, 2013.

The outcomes achieved under that plan (2013-2016) included:

- Member of the Wellington County Accessibility Committee
- Accessibility training for all new hires
- Annual training for all employees
- Accessible website and web content
- Removed barriers in recruiting and retaining
- Amended hiring documents for self identification of a need for accommodation
- Accessible playground equipment at Lions Park and Lion Roy Grant Pool Park, Mount Forest
- Arthur Lions Park and Arthur Optimist Park, Arthur accessible playground equipment
- Arthur former municipal office ramp installed
- Four accessible doors installed at the Arthur arena
- Audible signals at 2 crossings in Arthur, 3 in Mount Forest
- Rick Hopkins bridge construction widened the sidewalk by 3 inches
- Eliza Street from Leonard St to Frederick St in Arthur were reconstructed and included the installation of tactile plates at sidewalk ramps
- Commencing in 2016, all Township design work gives consideration to accessibility.

This multi-year accessibility plan will outline the improvements and enhancements to be completed in 2017-2020 including;

2017 Accomplishments

- Purchased a mobility mat for the cemetery
- Wheelchair lift and accessible washrooms in curling club
- Accessible parking spot at municipal building
- Signage at municipal building
- James Street, from Queen Street to North Water Street
 - Reduction of running slopes on Municipal sidewalks and on private sidewalks, to a minimum of 5%, where possible.
 - Sidewalk installed to a maximum crossfall of 4%.
 - Installation of tactile warning plates at intersections; both sides at Queen Street; 3 corners at Waterloo Street; 1 sidewalk end at North Water Street
- King Street, Newfoundland Street to new street into subdivision
 - Reduction of running slopes on municipal sidewalks and on private sidewalks, to a minimum of 5%, where possible.
 - New Municipal sidewalk installed to a maximum running slope of 5%, where possible.
 - Sidewalk installed to a maximum crossfall of 4%.
 - Installation of tactile warning plates at intersection with street into new subdivision.
- Ramp installed at Queen and John in Mount Forest.
- Improved accessibility and customer service at the municipal office by:
 - Flooring and lighting for enhanced visibility
 - Creation of an accessible reception counter
 - Decommissioned non-accessible public access
 - Upgraded the exterior ramp to the main entrance
 - Creation of a new barrier free washroom that meets the 2005 Facility Accessibility Design Manual and the 2012 Ontario Building Code requirements.

2017-2021 Commitments

Education and Training

Continue to develop and provide training formats, including in-person sessions, guides, tutorials and quizzes.

Web Platforms

Continue to implement the municipal website to ensure it is accessible,

Accessible Employment

Continue to prepare individualized emergency response information for persons with disabilities and making employment practices and workplaces more accessible for new and existing employees with disabilities.

Continue to regularly review our human resources policies to prevent or remove systemic employment barriers, ensure they are compliant with legislation and reflect best practices. [TBS]

Enhancing Accessibility of Public Spaces

Ensure that newly-constructed or significantly renovated public spaces (e.g., playgrounds, and accessible parking) are accessible and comply with the Ontario Building Code's requirements for accessibility in the built environment.

Goods and Services

Continue to incorporate accessibility design, criteria and features when procuring or acquiring goods, services or facilities, except where it is not practicable to do so.

Infrastructure

Continue to ensure all projects give consideration to accessibility requirements and needs.

Conclusion

As the municipality continues to prevent, identify and remove accessibility barriers, it is important for us to monitor and report on the progress and results in meeting the commitments in the five-year accessibility plan.

Compliance reports will be submitted to the Accessibility Directorate of Ontario when they are due.

As 2025 approaches, the municipality will become a more accessible employer and service provider.