



2014-2018 Multi-Year Accessibility Plan

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Table of Contents

1.0	Introduction	3
2.0	Municipal Profile	4
3.0	Accessibility Advisory Committee	5
4.0	Accessibility Planning	5
4.1	Council's Commitment to Accessibility Planning	5
4.2	Objectives of the Multi-Year Accessibility Plan	6
4.3	Barriers	6
4.4	Barrier Identification Methodology	7
4.5	Consultation Activities	8
4.6	Review and Monitoring Process	8
4.7	Communication of the Plan	8
5.0	Integrated Accessibility Standards Regulation (IASR)	8
5.1	Customer Service	8
5.2	Information and Communication	9
5.3	Employment	9
5.4	Transportation	9
5.5	Design of Public Spaces (Built Environment)	10
	Appendix A: Township of Oro-Medonte Multi-Year Accessibility Plan	11

1.0 Introduction:

The purpose of the *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*, as enacted by the Provincial Government, is to achieve accessibility with respect to goods, services, facilities, employment, buildings, structures and premises by January 1, 2025.

The AODA consists of the following standards: Customer Service, Information and Communication, Employment, Built Environment, and Transportation. All standards, with the exception of Transportation, apply to the Township of Oro-Medonte (Township). The Transportation standard will only apply to organizations that are in the business of providing or licensing passenger transportation services in the public and private sector.

The AODA was developed to assist organizations in both the public and private sector in identifying barriers to accessibility. Even though the AODA received Royal Assent on June 13, 2005 and is now the law, the planning requirements of the *Ontarians with Disabilities Act, 2001 (ODA)* remain in force until the Act is repealed.

Under the ODA, all municipalities have a legal obligation to prepare a Multi-Year Accessibility Plan, which is to be reviewed no less than once every five years. The ODA specifies that municipalities must consult with people with disabilities in preparing their Plan. Municipalities of 10,000 or more residents are required to establish a local Accessibility Advisory Committee, and a majority of their members must be people with disabilities.

This document represents the 2014 – 2018 Multi-Year Accessibility Plan (Plan), as prepared by staff in consultation with the Accessibility Advisory Committee (AAC). The Plan describes the measures the Township has taken to identify, remove and prevent barriers for people with disabilities, who use the facilities and services provided by the Township.

2.0 Municipal Profile:

The Township of Oro-Medonte
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Oro-Medonte, ON L0L 2E0 (705) 487-2171

The Township is a diverse and beautiful community with a central location in Ontario. With a population of 20,078, it covers a land area of 61,000 hectares, stretching from the westerly border with Barrie, the southerly border with Lake Simcoe, the easterly border with Orillia and Severn Township and the northerly border shared with Tay and Severn Townships. The Township's prime location provides residents and visitors alike with the riches of rural life and the convenience of a short drive to Barrie, Orillia and the Greater Toronto Area.

The Township is accessible by:

- Provincial Highways 11, 12 and 400 and the County of Simcoe road systems;
- The Lake Simcoe Regional Airport operated by the municipalities of Oro-Medonte, Barrie and the County of Simcoe, which is located in the Township;
- The Canadian Pacific Rail line, which passes through the Township as it travels from Toronto to Vancouver;
- The Lake Country Oro-Medonte Rail Trail which links the Cities of Barrie and Orillia; and
- Lake Simcoe.

The Township has a very large land base and contains within it many small settlement areas. The following is a list of the settlement areas:

Craighurst	Moonstone
East Oro	Oro Station
Edgar	Prices Corners
Forest Home	Rugby
Guthrie	Shanty Bay
Hawkestone	Sugar Bush
Horseshoe Valley	Warminster
Jarratt	

For further information on the Township's Multi-Year Accessibility Plan, please contact:
Donna Hewitt, Director, Corporate Services
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3.0 Accessibility Advisory Committee:

The AODA requires that municipalities with populations greater than 10,000, which includes the Township, form an Accessibility Advisory Committee (AAC). The AAC must be made up of at least 51% of persons with a disability.

The AODA defines the role of the AAC as to advise Council on the requirements and the implementation of the AODA standards and the preparation of the AODA standards reports. The AAC's role is to develop, prepare and review the municipality's Multi-Year Accessibility Plan (Plan). This Plan must be made available to the public and identifies which actions the Township used in previous years as well as plans to identify, remove and prevent barriers confronting people with disabilities.

The AAC must:

- a) Advise Council of the Township (Council) about the requirements and implementation of accessibility standards and the preparation of accessibility reports and such other matters for which Council may seek its advice;
- b) Review in a timely manner the site Plans and drawings described in section 41 of the *Planning Act* that the AAC selects; and
- c) Perform all other functions that are specified in the regulations. 2005, c. 11, s. 29(4)¹.

The AAC will endeavour to review projects stemming from recommendations made within the Plan, in conjunction with staff, applicable hall boards and outside agencies. Further, the AAC assists with public education programs and in securing possible funding for accessibility related projects.

4.0 Accessibility Planning:

4.1 Council's Commitment to Accessibility Planning:

People with disabilities represent a significant and growing part of our population. According to Statistics Canada, 1.85 million people in Ontario have disabilities which represent 15.5% of Ontario's population. Disability tends to increase with age. In two decades it is estimated that 20% of the population will have disabilities. Enhancing the ability of people with disabilities to live independently and contribute to the community will have positive effects on the future prosperity in Ontario.

Improving accessibility is a shared responsibility. The ODA and the AODA require that the provincial and municipal governments and key public sector organizations review their policies, programs and services through the development of a multi-year annual accessibility plan.

¹ Accessibility for Ontarians with Disabilities Act, 2005, S.O.2005, c.11,s.28

Municipal governments play a crucial role in the planning and development of our communities: in their streets, parks, public transit, libraries, social housing, ambulance services, public buildings and elections. Responsibilities, which include enforcing the barrier-free access requirements of the Ontario Building Code and implementing key accessibility considerations under the ODA and AODA, are crucial to realizing a vision of local communities that improve accessibility and mobility for their residents.

The ODA and AODA builds on relationships and practices which currently exist among councilors, planners, builders and community groups to make municipalities more accessible to people with disabilities.

The new legislative requirements provides standards that all organizations in the private and public sector, including the Township, must follow to ensure that existing barriers for people with disabilities are removed over time and that no new barriers are created.

The Township wishes to demonstrate leadership in working with people with disabilities to create innovative approaches and solutions for an accessible community. Council appointed an Accessibility Advisory Committee to update our Multi-Year Accessibility Plan, report on accomplishments and act in an advisory capacity as required.

4.2 Objectives of the Accessibility Plan:

The objectives of the Plan are to:

- 1) Review previous efforts to identify, remove and prevent barriers to people with disabilities.
- 2) Describe the process that the Township will use to identify, remove and prevent barriers to people with disabilities in the future.
- 3) Identify the measures that the Township will take in the coming years to identify, remove, and prevent barriers to people with disabilities, listed in priority.
- 4) Identify the means in which the Township will make the Accessibility Plan and report of accomplishments available to the public.

4.3 Barriers:

A “barrier” is anything that may prevent a person with a disability from fully participating in all aspects of society because of his or her disability, including physical, architectural, informational or communication, attitudinal, technological, or a policy or a practice.

An example of each type of barrier is shown below:

Barrier Type	Example
Physical	A door knob that cannot be operated by a person with limited upper-body mobility and strength.
Architectural	A hallway or door that is too narrow for a wheelchair or scooter.
Informational	Typefaces (fonts) that are too small to be read by a person with low vision.
Communicational	A website that is not accessible to people who are blind. A person who talks loudly when addressing a person who is deaf.
Attitudinal	A receptionist who ignores a customer in a wheelchair.
Technological	A paper tray on a laser printer that requires two strong hands to open.
Policy/Practice	A practice of announcing important messages over an intercom that people with hearing impairments cannot hear clearly.

4.4 Barrier Identification Methodology:

In 2009 AECOM Canada Architects Ltd. conducted building condition audits on the Oro-Medonte Community Arena and the eight municipally owned community halls. The audits which formed part of the Strategic Facility Plan reviewed the facilities and provided recommendations, cost estimates and phasing for enhanced accessibility to these facilities.

These recommendations, coupled with the facility assessments conducted by the AAC in 2008, 2011 and 2015 form the basis for the Plan as they pertain to physical and architectural barriers and are outlined in Appendix A.

In addition to physical and architectural barriers, recommendations to remove other barriers are also included in Appendix A.

4.5 Consultation Activities:

Input on this Plan has been received from staff and the members of the AAC, as well as the Simcoe County Accessibility Group (staff from various municipalities within the County of Simcoe that meet to discuss accessibility initiatives).

4.6 Review and Monitoring Process:

Following the approval of the Plan, staff will monitor the progress on the actions required, and will be reviewed as a reoccurring agenda item for the AAC.

Minutes from the AAC are forwarded to Council for receipt and consideration of recommendations.

Recommendations are integrated in annual budgets for Council's consideration.

The Plan will be updated no less than once every 5 years, in consultation with the AAC, and presented to Council for consideration.

A report outlining the progress and accomplishments with respect to implementation of the Plan will be prepared annually, reviewed by the AAC and presented to Council.

4.7 Communication of the Plan:

Copies of the Plan and the report of accomplishments will be made available upon request from the Township Office and on the Township's website at www.romedonte.ca in a format suitable to the requester.

5.0 Integrated Accessibility Standards Regulation (IASR)

The Integrated Accessibility Standards Regulation (IASR) – Ontario Regulation 191/11 covers accessibility standards including Information and Communication, Employment, Transportation, Design for Public Spaces (including the built environment), and Customer Service.

5.1 Customer Service

The Customer Service Standard ensures that people with disabilities receive goods and services in a manner that takes into account their disability. Accessible customer service means services being delivered with dignity and supports independence, integration and equal opportunity for all.

All township staff, Council members and volunteers are trained on policies and procedures for accessible customer service.

5.2 Information and Communication

The Information and Communication standard was designed to achieve equitable access to communication and information, to cover the broadest range of how people send and receive information and facilitate communication.

This standards requires the municipality to provide information in an accessible format upon request taking into consideration the needs of the individual. The municipality is also required to ensure that all new materials are produced in an accessible format.

This standard requires that emergency procedures, plans or public safety information, if prepared, are also available in an accessible format as soon as possible upon request.

The Township's Accessibility Policy addresses this standard.

The Municipality is also required to make its internet website and content conform to the World Wide Web Consortium Web Content Accessibility Guidelines. The Township's Information Technology division in partnership with the County of Simcoe manage our website compliance.

5.3 Employment

The Employment standard focuses on policies, procedures and training requirements to identify and remove barriers in the workplace.

This standard requires employers to have processes in place to determine an employee's accommodation needs and also addresses all elements of the recruitment process (recruitment through to selection and retention).

The Township's Human Resources division ensures all policies and procedures are compliant with the AODA requirements.

5.4 Transportation

The Transportation standard was developed to provide the public with accessible transportation including taxis and buses. Currently, the Township does not provide public transit nor do we license taxis services.

5.5 Design of Public Spaces (Built Environment)

The Design of Public Spaces standard focuses on removing barriers in public spaces and buildings that are newly constructed or redeveloped. Technical requirements have been developed for recreational trails, beach access, outdoor public use seating areas, outdoor play spaces, exterior paths of travel, service counters, maintenance etc.

The Township consults with its Accessibility Advisory Committee prior to the design and construction of new or redeveloped public spaces.

The Township understands the importance of an accessible built environment. Public spaces receive regular inspections and preventative maintenance to ensure that accessible elements are in proper working order. If an accessible element becomes damaged and is unusable a service disruption notice will be placed on the municipal website, through social media and notifications will be posted on site as appropriate. Emergency maintenance will take place to ensure that the accessible element is restored to its proper working order as soon as possible.

Appendix A

Township of Oro-Medonte Multi-Year Accessibility Plan

Priority A – within 12 months

Priority B – 1 - 2 Years

Priority C - 3 - 5 Years

Recommendation	Priority	Notes
Accessibility Standard Review	A	Annually
Customer Service Standard		
Accessible Customer Service Training provided to all new staff and Volunteers	A	Annually
Information and Communications Standard		
Identification of providers of alternative accessible formats/supports (braille, audio etc.) such that the Township will be able to respond to requests in a timely manner.	A	On-going
Notification of the availability of accessible formats/supports to be made on the municipal website and through corporate communications with the public.	A	On-going - Incorporated into documents and posted on the website.
Employment Standard		
<u>Recruitment</u> A Statement is included in each job posting with respect to Accommodation and a barrier free environment.	A	On-going - Statements are included in each job posting.
<u>Selection</u> Statement included in the job posting provides the opportunity for an applicant to request accommodation at any point during the interview and selection process.	A	On-going during each recruitment process.
<u>Offers of Employment & Informing Employees</u> New employees are provided copies of all Township policies including the accessible employment one. Posters are in the workplaces offering employees the opportunity to request assistance at any time.	A	On-going.

<u>Accommodation Plans</u> Employees are welcome to request accommodation at any time. Discussions will be held between the employee and their respective supervisor to determine the better course to assist and employee requiring accommodation.	A	On-going.
Facilities		
Administration Office		
Install a transition plate into the main doors	A	
Drop part of the service counter and widen access gate	B	
Add one additional handicap parking space	C	
Women and Men's washrooms-Main Lobby Lengthen accessible stall Install gravity closer on accessible washroom stall Update grab bar to "L" shaped bar Replace toilets to higher toilets Install handles inside stalls to close door Install breakaway hooks for personal devices Lower counters and hardware in bathrooms	B A A A A A A	
Oro-Medonte Community Arena		
Upgrade Elevator	C	
Push-buttons for doors connected to back up power	C	
Install grab bar inside elevator to close door	A	
Add visual strips to steps and bleachers	A	
Women and Men's washrooms-Banquet Hall Install automatic door openers Install gravity closer on accessible washroom stall Update grab bar to "L" shaped bar Replace toilets to higher toilets Install handles inside stalls to close door Install breakaway hooks for personal devices Remove internal door (woman's washroom) and add privacy screen outside the washroom main door	A/B A A A/B A A A	
Hawkestone Community Hall		
Lower Mirrors in bathrooms	A	
Provide lift to basement	C	Review based on degree of facility use

Smooth grading from parking lot to ramp	A/B	
Add caution signs on ramp and landing pad identifying narrow landing pad	A	
Add grip strips to ramp and landing pads	A	
Identify handicap parking space	A	
Add caution sign inside doors identifying narrow landing pad outside and inside	A	
Install a transition plate into the main doors	A	
Jarratt Hall		
Eliminate drop between kitchen area and concrete floor	B	Review based on degree of facility use
Include Modifications to ramp to meet current OBC and provide a power door operator	B	
Fix grading from parking lot to ramp	B	
Update main entrance stairs and grade to stairs	A	
Eady Community Hall		
Modify Ramp to add railings, grip strips and bumpers	A	
Include Ramp to stage	C	Review based on degree of facility use
Modify counters and cabinetry In basement	C	Review based on degree of facility use
Power operator installed on front Door	C	Review based on degree of facility use
Provide lift to basement	C	Review based on degree of facility use
Identify handicap parking and add signage	A	
Install a transition plate into the main doors	A	

Old Town Hall		
Designate parking spaces and provide signage	B	
Modify Ramp to comply to current OBC and add Power Operator	C	Review based on degree of facility use
Add grip strips to ramp	A	
Install transition plate from ramp to door entering and exiting hall	A	
Change swing of door at top of ramp	B	
Install transition plate from ramp to door entering and exiting hall	A	
Fix grading from parking lot to ramp	A	
Carley Community Hall		
Exterior ramp and power operator installed	C	Review based on degree of facility use
Replace two bathroom stalls with accessible bathroom	C	Review based on degree of facility use
Outdoor Spaces		
AAC to review regional and Township classification of park	B	
Bayview Memorial Park		
Create accessible platforms for accessible picnic tables	B	
Signage for accessible picnic tables	A	
Extend picnic table tops and add accessible tables in the Pavilion	B	
Review Plans for proposed washroom renovation / build	A	
Installation “of accessibility mats”	A	Staff and the AAC to review funding options and costs
Sugarbush Pavilion		
Packed limestone path to pavilion	B	
Old Town Hall Cenotaph		
Install accessible walkways to Cenotaph	A	In progress – completion date fall 2015
Sidewalks – Craighurst	B/C	To be reviewed during 2016 Budget

