

Organization category [Designated Public Sector](#) | Number of employees range [50+](#)

Filing organization legal name [The Corporation of the Township of Oro-Medonte](#)

Filing organization business number (BN9) [140229592](#)

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

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) * [2021-12-10](#)

Certifier information

Last name *		First name *		
Aubichon		Yvonne		
Position title *	Position title other *	Business phone number *	Extension	<input type="checkbox"/> Check here if TTY
Other	Clerk	705-487-2171	2142	
Email *		Alternate phone number	Extension	Fax number
yaubichon@oro-medonte.ca		705-330-5795		705-487-0133

Primary contact for the organization(s)

Check if the primary contact is same as the certifier

Last name *		First name *	
Aubichon		Yvonne	
Position title *	Position title other *	Business phone number *	Extension <input type="checkbox"/> Check here if TTY
Other	Clerk	705-487-2171	2142
Email *		Alternate phone number	Extension
yaubichon@oro-medonte.ca		705-330-5795	Fax number
			705-487-0133

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.

Municipal Accessibility Advisory Committees

1. Is your organization a municipality with a population of 10,000 or more? * Yes No
(If Yes, you will be required to 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 1](#)

- 1.a. Has your organization established an accessibility advisory committee as outlined in section 29 of the AODA? * Yes No
(If Yes, you will be required to 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 1.a](#)

Yes, the Township of Oro-Medonte is part of the Joint Accessibility Advisory Committee which includes the County of Simcoe, Townships of Tay, Springwater and Adjala-Tosorontio

2. Are the majority of the members of the committee persons with disabilities? * Yes No

[Read Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c. 11, s. 29 \(3\): Municipal Accessibility Advisory Committees](#)

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

Comments for question 2 The advisory committee is populated with people with disabilities from each relative municipality.

3. Has the committee provided advice to council about site plans and drawings (as described in S.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 \(4\): Municipal Accessibility Advisory Committees](#)

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

Comments for question 3 Site plans and drawings are presented to the Accessibility Advisory Committee on an ongoing basis.

Foundational requirements

4. Does your organization have written accessibility policies that include a statement of commitment? * Yes No

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

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

Comments for question 4 The Township has a comprehensive accessibility policy that all staff, Council and volunteers are trained on with sign off. This is an integral part of our on-boarding process. Policy is on our website. A statement of commitment is in our multi-year plan.

5. Does your organization have a document or documents of your accessibility policies publicly available and, on request, provide them in an accessible format? * Yes No

[Read O. Reg. 191/11 s. 3 \(3\): Establishment of accessibility policies](#) [Learn more about your requirements for question 5](#)

Comments for question 5 [The Township's accessibility policies have been approved by the Joint Accessibility Advisory Committee and Council and are published on our website and provided in an accessible format upon request.](#)

6. Has your organization established, implemented, maintained and posted a multi-year accessibility plan on your organization's website? * Yes No

[Read O. Reg. 191/11 s. 4: Accessibility plans](#) [Learn more about your requirements for question 6](#)

Comments for question 6 [The Township has a 2019-2023 Multi-year Accessibility Plan posted on the Township website.](#)

7. Has your organization completed a review of its progress implementing the strategy outlined in its accessibility plan and documented the results in an annual status report posted on the organization's website? * Yes No

[Read O. Reg. 191/11 s. 4 \(1\), 4\(3\): Accessibility plans](#) [Learn more about your requirements for question 7](#)

Comments for question 7 [The Township presented a virtual facilities review to the Joint Accessibility Advisory Committee in October 2021 and a written follow up report outlining areas for improvement will be presented to the Committee in January 2022.](#)

8. Did your organization consult with people with disabilities when establishing, reviewing and updating its multi-year accessibility plan? * Yes No

[Read O. Reg. 191/11 s. 4 \(2\): Accessibility plans](#) [Learn more about your requirements for question 8](#)

Comments for question 8 [The Multi - year plan was presented to the Joint Accessibility Advisory Committee and recommendations were received and implemented from the committee.](#)

9. Does your organization provide the appropriate training on the Integrated Accessibility Standards Regulation and the Human Rights Code as it pertains to persons with disabilities? * Yes No

[Read O. Reg. 191/11 s. 7: Training](#) [Learn more about your requirements for question 9](#)

Comments for question 9 [This is an integral part of the Township's training program and onboarding process.](#)

10. Were all persons that require training trained as soon as practicable? Under Section 7(1) of the Integrated Accessibility Standards Regulation, the following persons require training: (a) all persons who are an employee of, or a volunteer with, the organization; (b) all persons who participate in developing the organization's policies; and (c) all other persons who provide goods, services or facilities on behalf of the organization. * Yes No

[Read O. Reg. 191/11 s. 7 \(3\): Training](#) [Learn more about your requirements for question 10](#)

Comments for question 10 [The Township, as part of our on-boarding/orientation and annual training programs for staff, Council and volunteers, all are trained on our Accessibility policy \(& updates as they occur\), the Integrated Accessibility Standards and the Human Rights Code.](#)

11. Does your organization provide training in respect of any changes to your accessibility policies on an ongoing basis? * Yes No

[Read O. Reg. 191/11 s. 7 \(4\): Training](#) [Learn more about your requirements for question 11](#)

Comments for question 11 [Training and consultation are undertaken on a continued basis. In 2021 the Township employed a new staff member to ensure website compliance and provide direction/training in this regard.](#)

12. Does your organization keep a record of the training provided, including the dates on which the training is provided and the number of individuals to whom it is provided? * Yes No

[Read O. Reg. 191/11 s. 7 \(5\): Training](#)

[Learn more about your requirements for question 12](#)

Comments for question 12 [Training records for the Township are maintained by HR to ensure legislative compliance.](#)

13. Does your organization ensure that its public feedback processes are accessible to persons with disabilities by providing or arranging accessible formats or communication supports, upon request, and do you notify the public of this accessible feedback policy? Note: "public" can include customers, clients, third parties, or businesses. * Yes No

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

[Learn more about your requirements for question 13](#)

Comments for question 13 [The Township provides notification of accessible formats, communication support and feedback policy on the Township website.](#)

Information and communications

14. As of January 1, 2021, 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)? Please indicate in the comment box provided 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 \(4\): Accessible websites and web content](#)

[Learn more about your requirements for question 14](#)

Publicly available web content and comments for question 14 [The Township has employed a staff member under the title of "Website Information Coordinator", whose responsibility is specific to, but not limited to, website AODA compliance. This staff member has undertaken the responsibility of ensuring web content remains and continues to be uploaded and presented up to WCAG Level AA compliance. Processes have been implemented to ensure web compliance is consistently met, and is continuously improved during the lifespan of the website. Improvements are on-going through the processes of ensuring numerous standards are met, including but not limited to; colour contrast sufficiency, alternative text standards, hyperlink visibility, webpage hierarchy \(heading levels\), implementation of accessible imagery, and on-going webpage content monitoring.](#)

Employment

15. Does your organization notify successful applicants of its policies for accommodating employees with disabilities during offers of employment? * Yes No

[Read O. Reg. 191/11 s. 24: Notice to successful applicants](#)

[Learn more about your requirements for question 15](#)

Comments for question 15 [Accommodation of employees with disabilities is part of the Township's employment notification and job posting practices.](#)

16. Does your organization develop and have in place a written process for the development of documented individual accommodation plans for employees with disabilities? * Yes No

[Read O. Reg. 191/11 s. 28: Documented individual accommodation plans](#)

[Learn more about your requirements for question 16](#)

Comments for question 16 [This is part of the Township's HR Policies and can be requested at any point during employment.](#)

Transportation

17. Does your organization provide transportation services? *
(If Yes, you will be required to answer an additional question.) Yes No

[Read O. Reg. 191/11 Part IV: Transportation standards](#)

[Learn more about your requirements for question 17](#)

- 17.a. Does your organization conduct employee and volunteer accessibility training on the safe use of accessibility equipment and features of your transportation vehicles? * Yes No

[Read O. Reg. 191/11 s. 36: Accessibility training](#)

[Learn more about your requirements for question 17.a](#)

Comments for
question 17.a

Design of public spaces

18. Since your organization last reported on its accessibility compliance, has your organization constructed new or redeveloped existing off-street parking facilities that it intends to maintain? *
(If Yes, you will be required to answer an additional question.) Yes No

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

[Learn more about your requirements for question 18](#)

- 18.a. When constructing new or redeveloping off-street parking facilities that your organization intends to maintain, does it ensure that the off-street parking facilities meet the accessibility requirements as outlined in the Design of Public Spaces standards? * Yes No

[Read O. Reg. 80.32-37: Accessible parking](#)

[Learn more about your requirements for question 18.a](#)

Comments for
question 18.a

19. Since your organization last reported on accessibility compliance, has your organization constructed new or redeveloped existing outdoor play spaces that it intends to maintain? *
(If Yes, you will be required to answer an additional question.) Yes No

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

[Learn more about your requirements for question 19](#)

- 19.a. When constructing new or redeveloping existing outdoor play spaces, did your organization consult with the public and persons with disabilities on the needs of children and caregivers, and if you represent a municipality did your organization consult with the municipal advisory committee where one was established as outlined in s. 80.19 of the Integrated Accessibility Standards Regulation? * Yes No

[Read O. Reg. 191/11 s. 80.19: Outdoor play spaces](#)

[Learn more about your requirements for question 19.a](#)

Comments for question 19.a [Developer constructed park – Starfall Park Braestone. \(under construction and not yet assumed by the Municipality\) consultation was undertaken throughout the design process.](#)

20. 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 required under the Integrated Accessibility Standards Regulations Part IV 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 20](#)

Comments for question 20 [This is included in the multi-year accessibility plan.](#)

Confirmation questions

21. Other than the requirements cited in the above questions, is your organization complying with all other requirements for the **Information and Communications Standards** under the Integrated Accessibility Standards Regulation? * Yes No

[Read O. Reg. 191/11 Part II: Information and communications standards](#)

[Learn more about your requirements for question 21](#)

Comments for question 21 [As noted in question 14 above the Township has further enhanced its efforts with the hiring of a new staff member. This staff member assists with the on-going efforts of ensuring web content and communications are presented with WCAG AAA level compliance.](#)

22. Other than the requirements cited in the above questions, is your organization complying with all other requirements for the **Employment Standards** under the Integrated Accessibility Standards Regulation? * Yes No

[Read O. Reg. 191/11 Part III: Employment standards](#)

[Learn more about your requirements for question 22](#)

Comments for question 22 [As Township policies are updated, staff are made aware of changes and trained accordingly. Accommodations as provided as requested.](#)

23. Other than the requirements cited in the above questions, is your organization complying with all other requirements for **Transportation Standards** under the Integrated Accessibility Standards Regulation? * Yes No

[Read O. Reg. 191/11 Part IV: Transportation standards](#)

[Learn more about your requirements for question 23](#)

Comments for question 23

24. Other than the requirements cited in the above questions, is your organization complying with all other requirements for the **Customer Service Standards** under the Integrated Accessibility Standards Regulation? * Yes No

[Read O. Reg. 191/11 Part IV.2: Customer service standards](#)

[Learn more about your requirements for question 24](#)

Comments for question 24

25. Other than the requirements cited in the above questions, is your organization complying with all other requirements for the **Design of Public Spaces Standards** under the Integrated Accessibility Standards Regulation? * Yes No

[Read O. Reg. 101/11 Part IV.1: Design of Public Spaces standards](#)

[Learn more about your requirements for question 25](#)

Comments for question 25

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