



Staff Report

To: Council
From: Yvonne Aubichon, Clerk
Meeting Date: March 25, 2026
Report No.: CS2026-05
Subject: 2025 Annual Accessibility Status Report
Type: Requires Action
Motion No.:

Recommendation

Be it resolved that

1. Report CS2026-05, 2025 Annual Accessibility Status Report presented by Yvonne Aubichon, Clerk be received and adopted and,
2. That upon Council's approval the report be uploaded to the Township website in accordance with Provincial Legislation.

Background

This report was received and endorsed by the Joint Accessibility Advisory Committee at its meeting on March 17, 2026.

Section 4(1) of the Accessibility for Ontarians with Disabilities Act (AODA), requires that municipalities establish, implement, maintain and document a Multi-Year Accessibility Plan that is reviewed at least once every five (5) years. This plan is reviewed by the Township's Joint Accessibility Advisory Committee (JAAC), approved by Council and made available to the public.

The Township of Oro-Medonte's Multi-Year Accessibility Plan was updated, reviewed by the JAAC and subsequently approved by Council in 2024. As part of the plan and consistent with legislation, there is a requirement to prepare an annual status report to be reviewed by the JAAC, received by Council and posted to the Township's website.

Analysis

The intent of the municipality's Multi-Year Accessibility Plan is to prevent, identify and remove barriers and obstacles that could impact individuals with disabilities from accessing services, facilities and information.

The Township's Plan aligns with the standards identified within the Act; specifically:

- Customer Service,
- Transportation,
- Information and Communications,
- Employment Accessibility and,
- Built Environment (Design of Public Spaces).

In addition, the plan also references the role of the Joint Accessibility Advisory Committee (JAAC). The Township is represented on the JAAC through participation by a Ward Councillor and a member of the public. During 2025 the Committee completed the following:

- Reviewed and approved the 2025 Work Plan,
- Reviewed the Committee Terms of Reference
- Reviewed County of Simcoe Accessible Gazebo Design
- Approved Updated Accessibility Standards Policy
- Received the 2025 AODA Anniversary Recognition Update
- Reviewed Municipal Centre Foyer Renovation Proposed Floor Plan for the Township of Adjala-Tosorontio
- Reviewed Site Plan Controls for
 - 824 King Street, 120 Phillipsbury Drive, 16728 Highway 12, and 259 King Street for Town of Midland
- Reviewed and recommended approval of the Simcoe County 2024 Annual Accessibility Status Report
- Received verbal updates from municipalities on Accessibility Week Events
- Received and recommended approval of the Township of Oro-Medonte 2024 Annual Accessibility Status Report
- Reviewed Design Drawings for Renovations of the Shanty Bay Fire Hall and the Administration Centre Front Foyer for the Township of Oro-Medonte
- Reviewed and recommended approval of 2024 Annual Accessibility Compliance Report for the Township of Tay
- Received Birch Street Affordable Housing Project Presentation for the County of Simcoe
- Received and recommended approval of the Town of Midland 2024 Annual Accessibility Status Report
- Received and recommended approval of the Township of Springwater 2024 Annual Accessibility Status Report
- Reviewed and endorsed Proposed Council Chamber Renovations for the Township of Adjala-Tosorontio

- Conducted an Accessibility Facility Review (Elmvale Arena) for the Township of Springwater.

As cited in the Township's Multi-year Accessibility Plan 2024-2028, Municipal governments play a crucial role in the planning and development of our communities, be it maintenance of streets, parks, beaches, public buildings, communications and information shared through social media and the Township website, provision and maintenance of municipal water and waste water services, fire and emergency services, planning and development processes, facilitating municipal elections or enforcing the barrier-free access requirements under the Ontario Building Code, all initiatives in some way affect the day to day lives of persons of all abilities within our community. The Township of Oro-Medonte maintains its commitment to the principles of independence, dignity, inclusion and equality through the provision of quality goods, services, facilities and information in an accessible manner that respects all persons. The Township believes in inclusion and continues our commitment to removing and preventing barriers by meeting the needs of people with disabilities in a timely manner, remaining steadfast to the legislative mandate of an Accessible Ontario for all.

The following is a combination of the achievements for 2025 and proposed 2026 initiatives being undertaken by the Township with respect to the standards outlined in the Multi-Year Accessibility Plan:

Customer Service

The Customer Service Standard mandates that service providers must find ways to break down barriers that prevent customers with disabilities from accessing the services they need.

New in 2025

- Implementation of E-billing for taxes and utility bills, enables bills to be sent directly to residents' e-mails, this will assist those residents with special accommodation platforms on their devices, as well as those residents with mobility issues.
- Implementation of Great Plains financial platform integration with e-billing as above

Proposed for 2026/2027

- Virtual City Hall on hold until 2027 pending upgraded Enterprise Resource Planning (ERP) business management software that is WCAG 2.0 AA accessible

Continuations of Online Accessible Services

- Cloudpermit for online Planning and Building applications since 2024;
- Burn Permits accessible for purchase online since 2024; and
- HONK Parking Program mobile App.
- The customer service computer at front counter.
- New staff members including summer students, volunteer firefighters and Township volunteers continue to be trained on the Integrated Accessibility Standards and the Township's Accessibility Policy.
- The Township website activities continue in accordance with AODA requirements;
- The 2026 Municipal and School Board Elections Internet/Telephone voting method will make the 2026 election more accessible; allowing electors to vote from the comfort of their own homes or anywhere with internet or telephone access is available;
- Registration of recreation programs and booking facilities continues to be accessible through Perfect Mind software; and The Digital Community Guide continues to be made available through the Township's website.

Information and Communications

This standard outlines requirements for organizations to create, provide and receive information and communications that are accessible for individuals with disabilities.

New in 2025

- The Township launched a new Community Engagement Platform. This platform provides electronic participation/engagement opportunities for citizens of all abilities to stay informed, join discussions, and share their input on projects, initiatives, and decisions that help shape the future of Oro-Medonte.
- Acquisition of new portable hand-held microphones to enable those with mobility issues the ability to participate in meetings without needing to travel to a central podium.

Proposed for 2026

- Hearing Assistive Listening System for use by Council or the public during meetings.

Continuations

- The Website Information Coordinator, continues to maintain the Township's website content in accordance with WCAG Level AA compliance. Standards with respect to webpage content continues to be monitored and met on an ongoing basis, including but not limited to; style, colour contrast, use of white space,

alternative text standards, hyperlink visibility, webpage hierarchy (heading levels), implementation of accessible imagery.

- Documents are provided in alternative format and/or with communication support as requested.
- Livestreaming of Regular Council and Development Services Meetings continue, enabling those who are unable to attend meetings in person to view the business of the corporation online.
- Virtual participation in meetings continues to be encouraged for those who cannot attend the Chambers in person.
- Communications Division continues to provide communications through social media and the Township website as well as the provision of Council highlights.

Employment Accessibility

This standard outlines requirements for organizations to remove barriers for individuals with disabilities regarding employment (recruitment, retention, performance, etc.).

Proposed for 2026/2027

- The People and Culture Department is embarking on an Inclusion Certification and Commitment initiative, in which accessibility and accommodations in the workplace will be elements of the audit.

Continuations

- The online job application portal continues to provide greater access to job opportunities through this online Township portal.
- As part of the Township's on-boarding process new members of staff, including summer students, volunteer firefighters and Township volunteers are trained on the Ontario Human Rights Code and the Township's Accessibility Policy with respect to the availability of accommodation. The Township maintains training records in accordance with legislation and accommodation is addressed upon request.
- Full implementation of the digitized Records Management and Information System is anticipated to be completed in 2026 reducing the need for physical storage and enabling accessibility to all users.
- Permanent physical records continue to be relocated to the Simcoe County Archives.

Built Environment

This standard outlines the need for newly constructed or redeveloped public spaces to be accessible for individuals with disabilities.

New in 2025

- The Simcoe Woods Community Centre opened in September 2025, bringing accessible facility services closer to citizens and visitors in the northern portion of the Township;

Continuations

- Upgrades to Township parks equipment and construction continue as required throughout the Township.
- Renovations to the former Shanty Bay Fire Hall continued through 2025 and is scheduled for completion and opening as the new By-law Enforcement Division Offices in April 2026.

Proposed in 2026

- Design of a new Pickleball court in Horseshoe Valley Memorial Park is scheduled for 2026;
- Renovation of the Customer Service area at the Township's Administration Centre (design previously reviewed by Joint Accessibility Committee)

Financial/Legal Implications/ Risk Management

Any service level enhancements requiring financial resources are approved through the multi-year budget or yearly budget recalibration process.

Policies/Legislation

Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c.11(AODA)

[O'Reg 413/12 amending O'Reg 191/11](#)

Corporate Strategic Priorities

Community Engagement

Community Safety

Well Planned Development

Consultations

Senior Management Team

Department Management Team

Attachments

N/A

Conclusion

As part of the Township's Multi-Year Accessibility plan and compliance with legislation, there is a requirement to prepare an annual status report to be reviewed by the JAAC, adopted and approved by Council and posted to the Township's website. This report highlights the initiatives undertaken in 2025 by the municipality to eliminate barriers for individuals with disabilities.

The list of initiatives undertaken in 2025 speaks to the Township's commitment to inclusion and removal/prevention of barriers. The Township continues to invest in new and ongoing accessibility initiatives that result in a barrier free Ontario for all.

Respectfully submitted,

Yvonne Aubichon, Clerk,

March 17, 2026

Approvals:

Donna Hewitt, Director, Corporate Services

Shawn Binns, CAO

Date of Approval

March 17, 2026

March 18, 2026