



Township of North Kawartha

Accessibility Plan 2014 – 2019

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Legislation

Ontarians with Disabilities Act, 2001

The Ontarians with Disabilities Act, 2001 (ODA) was passed into legislation by the Government of Ontario on December 31, 2001. The Act ensures that persons with disabilities have improved opportunities, and provides for their involvement in the identification, removal, and prevention of barriers. In September 2002, the Lieutenant Governor proclaimed that all municipalities must have a municipal accessibility plan adopted and published by no later than September 30, 2003.

Accessibility for Ontarians with Disabilities Act, 2005

The Accessibility for Ontarians With Disabilities Act, 2005 (AODA) provides for the development of standards in order to achieve accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodation, employment, buildings, structures and premises on or before January 1, 2025.

There will be a transition period during which government and parts of the broader public sector will continue to have planning and other obligations under the Ontarians with Disabilities Act, 2001 until they are repealed. The planning requirements of the ODA, 2001 will not be repealed until they have been replaced by standards under the new Act.

The Minister responsible for the AODA is required to establish a process to develop and implement all accessibility standards necessary to achieving the purposes of this Act. Within this process, standards development committees are established by the Minister to develop proposed accessibility standards.

The Five Accessibility Standards

1. Customer Service
2. Employment
3. Information and Communications
4. Transportation
5. Design of Public Spaces

A “Disability” is

a) Any degree of physical disability, infirmity, malformation or disfigurement caused by bodily injury, birth defect or illness, and includes, but is not limited to: diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical coordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal, or on a wheelchair or other remedial appliance or device.

b) A condition of mental impairment or a developmental disability;

- c) A learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;
- d) A mental disorder; or
- e) An injury or disability for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997.

The Accessibility for Ontarians with Disabilities Act, 2005 defines a “barrier” as anything that stops a person with a disability from fully taking part in society because of that disability. Some barriers include:

- physical barriers, e.g. a step at the entrance to a store;
- architectural barriers, e.g. no elevators in a building of more than one floor;
- information or communications barriers, e.g. a publication that is not available in large print;
- attitudinal barriers, e.g. assuming people with a disability cannot perform a certain task when in fact they can;
- technological barriers such as traffic lights that change too quickly before a person with a disability has time to get through the intersection; and
- barriers created by policies or practices, for instance not offering different ways to complete a test as part of an employment process.

Township of North Kawartha

The Township of North Kawartha is a municipal government comprised of the former municipalities of Burleigh-Anstruther and Chandos providing services to a population of approximately 2,289 year round residents and 12,000 seasonal residents for a total population of approximately 14,342 residents.

North Kawartha is located midway between the City of Peterborough and the Town of Bancroft which both offer all the amenities of larger urban centres. Within the Township are smaller urbanized areas such as Apsley and the hamlets of Big Cedar, Burleigh Falls, Glen Alda, Mount Julian, Stoneyridge and Woodview. North Kawartha offers medical facilities, an ambulance base, a pharmacy, a school, larger grocery outlets and smaller general stores, libraries, retail and commercial operations including restaurants, real estate, building supplies, legal services, a legion, two golf courses, a bank and a post office. The Township provides a full range of parks and year round recreational facilities and programs including an indoor ice surface.

North Kawartha is a very popular tourist destination. There are two Provincial Parks within our boundaries; Petroglyphs Provincial Park displaying the largest known concentration of aboriginal rock carvings in Canada and the recently designated 34,000 hectares set aside for long-term preservation as the Kawartha Highlands Signature Site Provincial Park, due to the fragile ecosystem.

Today many cottagers have become permanent residents, contributing year-round to the recreational and cultural activities that enrich community life.

Municipal Structure

The Township of North Kawartha is composed of a Mayor, Deputy Mayor and 3 Councillors representing 2 wards and one Councillor-at-large. The Municipality provides a wide range of services for its citizens.

5 Year Action Plan

As part of the Integrated Accessibility Standards Regulation (IASR), a multi-year action plan is required for compliance.

This multi-year document will outline the Township's strategy to prevent and remove barriers and meet its requirements under the Regulation. The Accessibility Plan will be posted on the website, and also be available at Township Office, and provided in an accessible format upon request.

The Township is committed to following through with this plan. A staff committee has been assigned to the duties of ensuring compliance with the accessibility requirements and will monitor this plan to ensure targets are achieved, and re-evaluated to adapt to changing circumstances.

The Township will continue to work toward compliance deadlines.

Projects Completed

Customer Service Standard:

- Completed the necessary training for Accessible Customer Service.
- Completed and made available the Customer Service Policy for the Township.
- Completed the procedures required for accessible customer service.
- Installed automatic doors at the Township office, Council Chambers, Medical Centre, North Kawartha Community Centre, Libraries, Fire Halls and Roads Garage.
- Installed and replaced all street lights for improved lighting

General Requirements:

- Completed general township policies
- Completed and adopted the multi-year accessibility plan

Employment Standard:

- Provided and collected Workplace Emergency Response information

Information and Communication Standard:

- Updated the Township website, WCAG 2.0 Level AA
- Updated the Library website, WCAG 2.0 Level AA
- Provided a mobile version of the websites
- Libraries have access to accessible materials that can be made available to the public when requested.
- Updated existing emergency information.

Transportation Standard:

- Not Applicable at this time

Design of Public Spaces Standard:

- No requirements due

Other

- Through the annual budget, funds have been provided to meet accessibility requirements. (Such as Accessibility Training and Municipal Infrastructure).
- The Township Department Heads and CAO meet bi-monthly, discuss accessibility needs within the Township, and ensure the deadlines are being met for the legislation and accessibility needs are being addressed.
- Fixed concrete ramp at Municipal Office from public suggestions
- New signs for Municipal Office washrooms
- Ergonomic Office Equipment

Accessibility Requirements to be completed in 2014

General Requirements:

- Training will be given to staff who prepares documents for the public, specifically posted on the Township website.
- Training will be delivered to staff and Council with regard to the policies and plans.
- Training provided to new employees
- Records will be maintained regarding training provided, dates of training and names of individuals trained.
- Amending the township policy to procure or acquire goods, services or facilities

Employment Standard:

- Notify employees and the public about the availability of accommodation for applicants with a disability in the Township's recruitment process.
- The Township will notify applicants when selected for assessment or selection process, that accommodations are available upon request.
- If a selected candidate requests accommodation, the Township will consult with the applicant to provide or arrange for an appropriate accommodation that take into account the applicant's needs due to a disability.
- Inform new and current employees of accommodations available to complete their duties.
- Consult with any employee who requires the provision of accessible formats and communication supports for information needed to perform the employee's job and for information that is generally available to employees in the workplace, upon request.
- Develop a written process to complete individual accessibility plans for employees upon request. The workplace emergency response information

will be included in this plan.

- Update process for employees returning to work with a disability
- Develop policies regarding performance management, career development and advancement and redeployment with equal opportunity for persons with disabilities

Information and Communication Standard:

- The Township documents that are circulated to the public will be completed in an accessible manner or able to be described in an accessible manner when requested.
- The feedback system developed for the Customer Service Standard will be reviewed and changes will be made, if necessary.
 - Any other feedback system developed by Township will be provided in an accessible manner.

Transportation Standard:

- There are no Transportation requirements due in 2014

Design of Public Spaces Standard:

- There are no Design of Public Spaces requirements due in 2014

Accessibility Requirements to be completed in 2015

General Requirements:

- There are no General requirements due in 2015.

Employment Standard:

- There are no Employment requirements due in 2015.

Information and Communication Standard:

- The Township will look at all documents circulated to the public that are created by the Township for ways to make it more accessible.
- Township staff will consult with individuals about their specific need for accommodation when providing information in an accessible format.

Transportation Standard:

- There are no Transportation Requirements due in 2015.

Design of Public Spaces Standard:

- When redesigning existing or designing new recreational trails, the Township will consult with the public and people with disabilities. Specifically, consultation will focus on:
 - The trail's slope,
 - The need for and location of ramps on the trail and
 - The need for, location of and design of rest areas, passing areas, viewing areas, amenities and other features on the trail
- The Township will meet certain technical requirements such as minimum height and width requirements and maximum slope requirements when redesigning existing or designing new beach access routes.
- Any new boardwalks or ramps incorporated in the trails or access routes will meet minimum requirements.
- All requirements will be met unless it is not practicable to do so. This will include:
 - Site constraints that reasonably prevents compliance;
 - properties protected by the Ontario Heritage Act, the Historic Sites and Monuments Act (Canada) or the United Nations Educational, Scientific and Cultural Organization's (UNESCO's) World Heritage List, or water, fish, wildlife, plants, invertebrates, species at risk, ecological integrity or natural heritage values.

Accessibility Requirements to be completed in 2016

General Requirements:

- There are no General requirements due in 2016.

Employment Standard:

- There are no Employment requirements due in 2016.

Information and Communication Standard:

- There are no Information and Communication requirements due in 2016.

Transportation Standard:

- There are no Transportation Requirements due in 2016.

Design of Public Spaces Standard:

- There are no Design of Public Spaces requirements due in 2016.

Accessibility Requirements to be completed in 2017

General Requirements:

- There are no General requirements due in 2017.

Employment Standard:

- There are no Employment requirements due in 2017.

Information and Communication Standard:

- There are no Information and Communication requirements due in 2017.

Transportation Standard:

- The Township will review the need for accessible taxicab.

Design of Public Spaces Standard:

- There are no Design of Public Spaces requirements due in 2017.

Accessibility Requirements to be completed in 2018

General Requirements:

- There are no General requirements due in 2018.

Employment Standard:

- There are no Employment requirements due in 2018.

Information and Communication Standard:

- There are no Information and Communication requirements due in 2018.

Transportation Standard:

- There are no Transportation requirements due in 2018.

Design of Public Spaces Standard:

- There are no Design of Public Spaces requirements due in 2018.

Accessibility Requirements to be completed in 2019

General Requirements:

- The Township will review the Multi-year accessibility plan to identify the goals met as well as project new goals, short-term and long-term.

Employment Standard:

- There are no Employment requirements due in 2019.

Information and Communication Standard:

- There are no Information and Communication requirements due in 2019.

Transportation Standard:

- There are no Transportation requirements due in 2019.

Design of Public Spaces Standard:

- There are no Design of Public Spaces requirements due in 2019.

Post 2019 Accessibility Requirements

Information and Communication Standard: Due January 1, 2021

- Ensure that the Township websites meet the WCAG 2.0 Level AA.

Once the Township completes a review of the Multi-Year Plan in 2019, there may be changes that will need to be made. In addition, if the Province releases new requirements prior to 2019, they will be reflected in an update.

This multi-year plan will be made available on the website for public viewing at <http://www.northkawartha.on.ca/en/townshipservices/accessibility.asp>

Alternate formats of this Plan will be available upon request by contacting the Township office.

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