



TOWNSHIP OF MCGARRY

Multi Year Accessibility Plan

Integrated Accessibility Standards

This accessibility plan outlines the policies and actions that the Township of McGarry will put in place to improve opportunities for people with disabilities

Statement of Commitment

The Township of McGarry is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. We are committed to meeting the needs of people with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

Accessible Emergency Information

The Township of McGarry is committed to providing the customers and clients with publicly available emergency information in an accessible way upon request. We will also provide employees with disabilities with individualized emergency response information when necessary.

Training

The Township of McGarry will provide training to employees, volunteers and other staff members on Ontario's accessibility laws and on the Human Rights Code as it relates to people with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers and other staff members

Information and communications

The Township of McGarry is committed to meeting the communication needs of people with disabilities. We will consult with people with disabilities to determine their information and communication needs.

Employment

The Township of McGarry is committed to fair and accessible employment practices. We will take steps to notify the public and staff that, when requested, the Township of McGarry will accommodate people with disabilities during the recruitment and assessment processes and when people are hired. The Township of McGarry will develop and put in place a process for developing individual accommodation plans and return-to-work policies for employees that have been absent due to a disability. We will ensure the accessibility needs of employees with disabilities needs are taken into account if the Township of McGarry is using performance management, career development and redeployment processes.

Design of Public Spaces

The Township of McGarry will meet the Accessibility Standards for the Design of Public Spaces when building or making major modifications to public spaces.

Public spaces include:

- Recreational trails/beach access routes
- Outdoor public eating areas like rest stops or picnic areas
- Outdoor play spaces, like playgrounds in provincial parks and local communities
- Outdoor paths of travel, like sidewalks, ramps, stairs, curb ramps, rest areas and accessible pedestrian signals
- Accessible off street parking
- Service-related elements like service counters, fixed queuing lines and waiting areas

The Township of McGarry will prevent service disruptions to its accessible parts of its public spaces. In the event of a service disruption, we will notify the public of the service disruption and alternatives available.

Review and Monitoring

The Multi-Year Accessibility Plan will be reviewed and updated at least once every five years. An annual status report will be completed to document the progress and measures taken to implement Township of McGarry 's strategy and meet the requirements of the Integrated Accessibility Standards Regulation.

Feedback

The Township of McGarry welcomes public input as feedback helps to identify areas where changes need to be considered and ways in which we can improve facilities, goods and services. Should a member of the public wish to provide general feedback, comments or suggestion on how to improve accessibility in our facilities, goods or services please contact the Township of McGarry Municipal Office.

Availability of the Plan

The Multi-Year Accessibility Plan will be made available through a number of efforts:

Website - The Plan can be accessed through Township of McGarry 's website:

www.mcgarry.ca

Hard Copy - The Plan may be accessed at Township of McGarry Municipal Office at 27 Webster Street in Virginiatown, ON

For more information

For more information on this accessibility plan, please contact the Township of McGarry at:

- Phone: 705-634-2145
- Email: mcgarry.township@ntl.sympatico.ca

Deliverables and Timelines

2010 Customer Service

- Train all staff and volunteers, including Board Members
- Policy
- File accessibility report (by Dec. 31st)

2012 Information & Communications

- Emergency and public safety information

Employment

- Workplace emergency plan for employees with disabilities

2013 General Requirements

- File accessibility report (by Dec. 31st)

2014 General Requirements

- Policies
- Multi-Year Accessibility Plans
- Kiosks
- Procurement or acquiring goods, services or facilities

Information & Communications

- All new internet websites and web content must conform with WCAG 2.0 level A

2015 General Requirements

- File accessibility report (by Dec. 31st)

Information & Communications

- Accessible feedback processes
- Educational and training resources and materials
- Training to educators
- Educational libraries – print-based resources
- Producers of educational or training material
 - Textbooks
- Recruitment
- Employee accommodation
- Employees returning to work
- Performance management, career development and redeployment

2016 General Requirements

- File accessibility report (by Dec. 31st)

Design of Public Spaces

Make accessible new or redeveloped:

- Recreational trails and beach access routes
- Outdoor public use eating areas
- Outdoor play spaces accessible
- Exterior paths of travel
- On and off street parking lots
- Service counters, fixed queuing guides and waiting areas with fixed seating
- Maintain accessible elements of public spaces

2017 General Requirements

- File accessibility report (by Dec. 31st)

2019 General Requirements

- File accessibility report (by Dec. 31st)

2020 Information & Communications

- Educational libraries - multi-media/digital resources
- Producers of educational or training material – Supplementary print materials

2021 Information & Communications

- All internet websites and web content must conform with WCAG 2.0 level AA (excluding live captioning and audio description)

General Requirements

- File accessibility report (by Dec. 31st)