



## **The Corporation of the Municipality of Neebing**

Statement of Commitment and

Multi-Year Accessibility Plan 2014-2018

**Statement of Commitment:** The Corporation of the Municipality of Neebing is committed to meeting its requirements under the Accessibility for Ontarians with Disabilities Act, and the regulations passed under that legislation. Staff and Council, together with our dedicated volunteers, are committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in integration and equal opportunity. Over the lifetime of this plan, we will continue the work already begun to meet the needs of people with disabilities by preventing and removing barriers to accessibility to municipal services.

The Province of Ontario has set a target date of 2025 by which time Ontario will be fully accessible for people with disabilities. As such, it has established standards in five areas of daily life: customer service, employment, information/communications, transportation and design of public spaces.

**Legislated Requirements:** The Corporation of the Municipality of Neebing, having fewer than 50 employees, is a “small organization” as that term is defined in the legislation.

We are a community with a population of less than 10,000, and as such, we are not required to have an accessibility advisory committee – however – Council welcomes input from all people, at all times.

**Multi-Year Plan:** The appendix to this Statement of Commitment comprises the Multi-Year Accessibility Plan for Neebing from 2014 through 2018.

### **Resources:**

Accessibility for Ontarians with Disabilities Act, 2005, S.O. 2005, c. 11 (as amended) = available at the e-laws Ontario website.

Ontario Regulations 429/07 and 191/11, passed under that legislation, are also available at the e-laws Ontario website.

<b>Part One: Policies</b>			
<b>What we have done</b>	<b>What we need to do</b>	<b>Workplan</b>	<b>Timeframe</b>
<p>Adopt a comprehensive municipal accessibility policy and review it annually. The policy was developed and approved in 2010, as required.</p>	<p>Continue to review and monitor the policy, consulting with community members as and when needed.</p> <p>Update the Municipality's procurement policies to implement accessibility considerations.</p>	<p>Formal reporting to Council, annually, in April, to review the policy.</p> <p>Request for public input in February and March issues of Neening News, and on Website.</p>	<p>Annually throughout the term of this multi-year plan.</p> <p>April, 2016 – report on the procurement policy update.</p>
<b>Part Two: Accessible Information &amp; Communications (including Emergency Information)</b>			
<b>What we have done</b>	<b>What we need to do</b>	<b>Workplan</b>	<b>Timeframe</b>
<p>We have resourced the service providers who can provide services to translate municipal information into accessible formats when required and requested.</p> <p>The Municipality created a website some years ago.</p>	<p>Continue to monitor the list of service providers and keep it accurate and up to date so that, when a request is made for information in an accessible format, it can be promptly responded to.</p> <p>The website needs to be altered to a format that is compatible with accessibility tools for use by persons with disabilities on or before 2021.</p>	<p>6-month "checkups" on the lists of vendors maintained in the accessibility binder.</p> <p>Source the needs; determine dollar requirements; seek available grant funding &amp; budget accordingly.</p> <p>Attempt to make all new content uploads compatible as soon as possible.</p> <p>Work with our website host company to gradually transfer existing/historic web content for compatibility.</p>	<p>Every six months during the term of this multi-year plan.</p> <p>Report on costs and options in 2016. Include project in budget for 2017-2018.</p> <p>Begin transferring existing content by the end of 2018.</p>

**Part Three: Employment**

<b>What we have done</b>	<b>What we need to do</b>	<b>Workplan</b>	<b>Timeframe</b>
<p>Employment policies include requirements to comply with the Ontario Human Rights Code, including a prohibition against discrimination against applicants with disabilities.</p> <p>Workplace related policies include accommodation for persons with disabilities, including accommodation for return-to-work after absence due to debilitating health issues or injuries.</p>	<p>Continue to advertise for available positions in accessible formats.</p> <p>Continue to provide accommodation, where necessary, for interview process.</p> <p>Continue to work with current employees on an as-needed basis.</p>	<p>There is no work plan for this item.</p>	<p>Throughout the term of this multi-year plan.</p>

**Part Four: Design of Public Spaces**

<b>What we have done</b>	<b>What we need to do</b>	<b>Workplan</b>	<b>Timeframe</b>
<p>Renovations to the Municipal Office and to the Blake Hall (recreation centre) for accessibility.</p>	<p>Re-surface the accessible parking spaces at both sites.</p> <p>Improve handrails at the Blake Hall wheelchair ramp.</p> <p>Address accessibility issues to washroom facilities at Blake Hall.</p> <p>Annual accessibility site reviews.</p> <p>Consider accessibility adaptations to outdoor public spaces.</p>	<ol style="list-style-type: none"> <li>1. Annual review.</li> <li>2. Parking Lot resurfacing.</li> <li>3. Handrail replacements.</li> <li>4. Report on requirements and costs to make accessible washroom facilities at Blake Hall.</li> <li>5. Report on requirements and costs to make accessibility adaptations to one public park.</li> <li>6. Report on requirements and costs for accessible play structure for children.</li> </ol>	<ol style="list-style-type: none"> <li>1. Annually throughout term</li> <li>2. 2017</li> <li>3. 2016</li> <li>4. 2017</li> <li>5. 2017</li> <li>6. 2017</li> </ol>

**Part Five: Transportation**

<b>What we have done</b>	<b>What we need to do</b>	<b>Workplan</b>	<b>Timeframe</b>
Needing does not offer public transportation services, and as such, has no mandated targets for accessibility in that regard	Recognize that – when and if public transportation services are instituted, accessibility requirements must be mandated and implemented.	There is no work plan for this item.	Throughout the life of this multi-year plan.