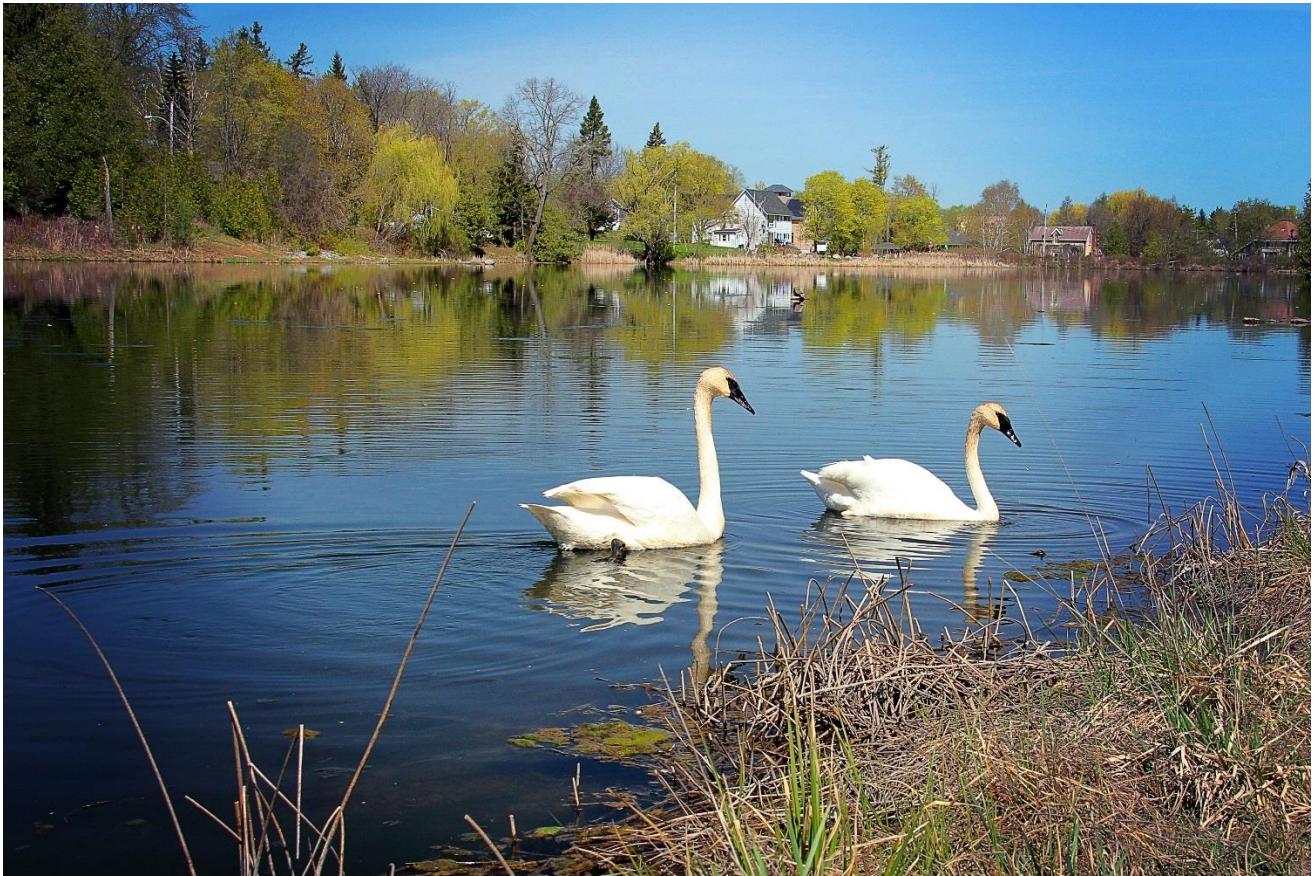


The Corporation of the  
**Township of Uxbridge**



## **2020-2025 Multi-Year Accessibility Plan**



**Cooperation and Commitment to Accessibility in our Community**

Submitted to: Mayor and Members of Council  
Township of Uxbridge  
February 2020

# Table of Contents

**Table of Contents ..... 2**

**Accessibility at a Glance..... 3**

**Township of Uxbridge ..... 4**

**A Message from the Township of Uxbridge Accessibility Advisory Committee..... 5**

**A Message from the Council of the Township of Uxbridge ..... 6**

**Governing Legislation ..... 7**

**Barrier Examples ..... 8**

**2020-2025 Commitments..... 9**

**The Uxbridge Accessibility Advisory Committee (2018-2022)..... 11**

**What Can You Do? ..... 12**

**Review & Monitoring Process ..... 13**

**Communication of the Plan ..... 14**

**Accessibility for Ontarians with Disabilities Act Legislation..... 15**

**Accessibility for Ontarians with Disabilities Act Legislation..... 22**

# Accessibility at a Glance

Since the inception of Accessibility with Ontarians with Disabilities Act (AODA), there has been an emerging focus for public sector organizations on improving accessibility. According to Statistics Canada’s Canadian Survey on Disability, 2017, 1 in 5 Canadians 15 years or older (approximately 6.2 million) have one or more disabilities. More than 1.4 million Canadians of working age reported needing help with everyday physical activities, while 1 in 10 youth in Canada (approximately 540,000) have at least one disability. As front-line service providers, local and municipal governments must understand the necessity of making public spaces and services accessible to everyone, regardless of ability, and to work with local businesses and organizations to foster community inclusiveness.



It is important to note the dramatically increasing aging population in the Township of Uxbridge, as older people have higher tendencies to experience declining functional abilities. Accordingly, the 2016 Census revealed that 20 percent of the population of the Township of Uxbridge are sixty-five years of age or older – 6 percent more than the Provincial average. This statistic is projected to increase significantly by 2025.

The 2020-2025 Township of Uxbridge Multi-Year Accessibility Plan outlines how we will continue to remove and prevent accessibility barriers within the Township. This new Plan builds on what we have accomplished since we introduced our first five-year plan in 2013 by outlining new priorities and on-going commitments towards the Township’s goal of identifying, removing and preventing barriers to accessibility. The 2020-2025 Township of Uxbridge Multi-Year Accessibility Plan is based on best-practice research, input from Township employees, and accessibility stakeholders within the community.

Accessibility not only helps people with disabilities, it benefits everyone and that means giving people of all abilities opportunities to participate in everyday life. Creating communities where every person who lives or visits can participate makes good sense for people, for businesses, for communities... for all of us.



## Township of Uxbridge

The Township of Uxbridge is located in Central Ontario and is one of eight lower tier municipalities forming part of the Regional Municipality of Durham. It was formed in 1974 through the amalgamation of the Townships of Scott and Uxbridge together with the Town of Uxbridge. The municipality sits, in large part, on the Oak Ridges Moraine bordered on the north and west by the Region of York, on the east by the Townships of Brock and Scugog and on the south by the City of Pickering. The Township provides for a wide range of lifestyle opportunities and has become a thriving community that is a popular location for persons who commute to nearby Oshawa, Whitby and Toronto. There is also a great deal of prime agricultural land in the Township.

According to the 2016 Census, the Township of Uxbridge has a population of approximately 21,176 persons and is projected to increase to approximately 22,200 by 2021. Currently, approximately 55% of the Township population is located within the Uxbridge Urban Area and that concentration is expected to increase to only 56% by 2021.



The Township of Uxbridge features natural attractions and outdoor recreational attractions which consist of the Uxbridge trails system and includes the Durham Forests, the Trans Canada Trail system, the Oak Ridges Moraine Trail system and the Toronto Region Conservation Authority trail system. As such, Uxbridge is branded as the Trail Capital of Canada.

The trails and their contributory businesses offer hiking, geo-caching, trail riding, mountain biking, snowshoeing, cross-country skiing, snowboarding, snowmobiling, skating, camping, hiking, golfing and fishing. The Township also offers a number of seasonal outdoor recreational activities throughout the year, including multiple outdoor ice rinks and a twin pad arena coupled with top-end outdoor sports fields including soccer and baseball fields. Additional recreational facilities include the Uxpool and curling rink which are host to a plethora of multi-day swim meets and bonspiels. The Township has also recently installed a large waterpark splash pad, state of the art skate park, and pump park.

Historical and Cultural attractions include the Thomas Foster Memorial, the Leaskdale Manse and Church, the Uxbridge Historical Centre, the York Durham Heritage Railway, the Uxbridge Music Hall, the Quaker Meeting House and multiple additional heritage landmarks within the Township.

# A Message from the Township of Uxbridge Accessibility Advisory Committee

The 2018-2022 Township of Uxbridge Accessibility Advisory Committee (AAC) is proud to continue the work of the 2014-2018 Township of Uxbridge Accessibility Advisory Committee working towards a holistically accessible and inclusive Township of Uxbridge.

The Accessibility Advisory Committee for the Township of Uxbridge is dedicated to promoting and enhancing a barrier-free environment for all persons, regardless of needs, to participate as fully as possible in all aspects of community life. As an Advisory Committee for the Township of Uxbridge, we have a responsibility to advise council on issues related to accessibility, including compliance with *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*

The Township of Uxbridge's multi-year accessibility plan (2020-2025) outlines the Township's commitment to identifying, removing and preventing barriers to accessibility. The commitment and collaboration between municipal council, township staff and the committee will be essential to achieving outcomes and compliance with current legislation.

Over the next 5 years, we are committed to the following:

- Providing expertise and input into all capital construction projects and/or renovations
- Providing expertise and input into the development of new and existing accessible trails and playgrounds
- Improving visibility and awareness of the committee's role with council
- Ensuring training of township staff regarding current legislative requirements and the role of the AAC.

We look forward to working with residents, Council, staff and businesses, on the realization of the objectives in the 2020-2025 Multi-Year Accessibility Plan.

The Township of Uxbridge Accessibility Advisory Committee is committed to building collaborative relationships with our community stakeholders. We invite concerns, comments, participation and involvement of the municipality to create a vibrant community that is accessible to all.

Sincerely,

The Township of Uxbridge Accessibility Advisory Committee

# A Message from the Council of the Township of Uxbridge

The Council of the Township of Uxbridge is thrilled to endorse the 2020-2025 Multi-Year Accessibility Plan. This Plan is a collaboration between residents, Staff, Council and the Accessibility Advisory Committee, and was born from a shared commitment to making the Township of Uxbridge one of the most accessible and inclusive municipalities in Ontario.

Our 2020-2022 Strategic Plan puts accessibility at the forefront of everything we do – from providing accessible services, to building accessible infrastructure. Our Council is committed to building an accessible place to live, play, and do business.

Since 2011, the Township of Uxbridge has been a leader in accessibility. We’ve worked with local service clubs, residents, local businesses and other community partners to identify barriers to accessibility that exist within our community. The Multi-Year Accessibility Plan builds upon our efforts to eliminate those barriers.

Our Council believes that the Township of Uxbridge is one of the greatest places to not only visit, but to raise a family and conduct business. However, we recognize that our community is better and stronger when everyone has the opportunity to participate meaningfully. To us, this means continuing to build our community with accessibility at top of mind, and creating an Uxbridge that is inclusive of all abilities.

We hope that you’ll join our efforts in helping to make our community more accessible. If you have questions or suggestions about removing accessibility barriers, please let us know.

On behalf of Council,

Willie Popp  
Deputy Mayor  
Councillor Ward 4



## Governing Legislation

Ontario is the first province and one of the first jurisdictions in the world to enact specific legislation establishing a goal and time-frame for accessibility. In 2005, the Province passed the Accessibility for Ontarians with Disabilities Act (AODA), which includes mandatory accessibility standards that identify, remove and prevent barriers for people with disabilities in nearly all aspects of civic engagement, with the goal of making Ontario fully accessible by 2025. These accessibility standards make up the Integrated Accessibility Standards Regulation (IASR) and include:



- **Accessible Customer Service Standard**

This standard ensures that goods and services are provided in a manner that takes into account persons with disabilities. Requirements include policy development and extensive training thereof for all employees who deal directly or indirectly with the public. The training is key in assuring accessible customer service is provided by the Township.

- **Information and Communications Standard**

This standard helps organizations make their information accessible to people with disabilities. This Standard establishes website accessibility requirements, requirements with respect to providing public information in various accessible formats, and requirements for accepting and responding to feedback in an accessible manner.

- **Transportation Standard**

This standard sets requirements for the provision of public transit to those with disabilities. This includes requirements that all conventional transportation service providers and specialized transportation service providers make current information on accessibility equipment and features of their vehicles, routes and services available to the public, that transportation service providers receive accessibility training, and requirements for priority seating, fares, etc.

- **Employment Standard**

This standard helps to make hiring and employee support practices more accessible, by requiring employers to identify and remove accessibility barriers to the application and interview process, and to establish a written plan for accommodating employees with a disability.

- **Design of Public Spaces Standard**

This standard requires organizations to make new and redeveloped outdoor public spaces more accessible.

The IASR also requires public sector organizations to prepare and maintain a multi-year accessibility plan. The plan must include an organization's strategy to prevent and remove barriers and meet the requirements in the standards. Each year the organization must report on the progress in implementing the plan.

## Barrier Examples

The intent of the Multi-Year Accessibility Plan is to prevent, identify and remove barriers. Barriers are obstacles that stand in the way of people with disabilities from being able to do many of the day-to-day activities that most people take for granted. A barrier is defined as anything that prevents a person with a disability from fully participating in all aspects of society because of the disability. The traditional definition of a barrier used in the context of accessibility has been expanded to include obstacles beyond physical boundaries. There are several other categories of barriers to consider, such as

- **Environmental Barriers:** features, buildings or spaces that restrict or impede physical access. For example, a doorway that is too narrow to accommodate entry by person in a motorized scooter.
- **Communication Barriers:** obstacles with processing, transmitting or interpreting information. For example, print on a brochure that is too small to read or documents not available in alternative formats.
- **Attitudinal Barriers:** prejudgments or assumptions that directly or indirectly discriminate. For example, assuming that all visually impaired persons can read Braille.
- **Technological Barriers:** when technology cannot or is not modified to support various assistive devices and/or software. For example, a website that does not provide for increased text size or contrast options.
- **Systemic Barriers:** barriers within an organization's policies, practices and procedures that do not consider accessibility. For example, listing a driver's license as an employment qualification for an office position may prohibit persons with visual impairments from applying.

Members of Council, Township staff and Committee members must keep in mind that barriers can be either "systemic" or "specific"; that is, barriers that are prevalent throughout the Township or are just specific to one process or facility.

### Two examples are:

**A Systemic Barrier:** Job postings and public meeting notices are advertised in local newspapers and on the website. As the Township website does not have a program for the visually impaired, and visually impaired residents may not be able to read the newspaper, not all residents or viewers have equal access to the information.

**A Specific Barrier:** If there were no ramp or lift at a community hall, any person unable to utilize the stairs is prevented from participating in events hosted at the hall.



## 2020-2025 Commitments

### Leadership

- Renewed commitment to fostering a culture of accessibility and inclusion by Township Council, the Chief Administrative Officer, and department heads.

### Policies and Practice

- Yearly review of the Township's Accessible Customer Service Policy to identify opportunities to reinforce and promote requirements that enhance accessible customer service.
- Examine and address potential barriers at Township public spaces, such as parks and facilities.
- Continue to ensure that all public information is available in accessible formats and is made available at the same cost, when requested.
- Ensure that in the case of planned or unplanned service disruptions, notice is provided explaining the reason for the disruption, estimated duration, and any alternative facilities or services available.
- The expansion of digital services resulting in an improved customer experience.

### Training

- Ensure that all new employees complete mandatory training, including Accessible Customer Service and sensitivity training.
- Continue to promote and offer regular accessibility-related training to Members of Council, senior staff, managers, and front-line staff through a variety of channels, including in-class, events, webinars and e-learning on Integrated Accessibility Standard Regulation requirements and obligations under the Ontario Human Rights Code.

### Web Platforms

- Implement a new user-friendly Township website, in compliance with WCAG 2.0 Level AA criteria.

### Digital Services

- Ensure that digital services are designed with accessibility at its core, striving for all users to have equal access to information and functionality.

### Accessible Employment

- Accommodation practices will be reviewed to ensure people with disabilities are able to fully and meaningfully participate as a Township employee.

### Mental Health

- Work to better understand how mental health disabilities constitute and pose barriers to accessible employment, use of public spaces, and accessing public services.
- Improve support to Township employees in the areas of mental health and wellness through a range of supports and resources.

## **Accessibility Planning for Infrastructure Projects and Public Spaces**

- The continual improvement of access to all municipal facilities and spaces, including incorporating accessibility retrofits where possible during renovations.
- Continue to prioritize accessibility in every element of infrastructure projects at Township owned facility and public spaces.
- Regular review of the Universal Design Standards.
- Continue to have regard for Universal Design Standards while developing and updating regulatory by-laws, such as the Parking By-law.
- Support the role of the Accessibility Advisory Committee in reviewing building plans and, where possible, incorporate their recommendations into the building plans.
- Ensure that trails, parks and other outdoor public spaces are built in accordance with the Design of Public Spaces standard.
- Ensure that, where possible, trails are accurately and comprehensively marked to advertise suggested ability level to allow users to decide if a particular trail is appropriate for their ability level.

## **Procurement**

Under the Integrated Accessibility Standard Regulation, the Township is required to incorporate accessibility design, criteria and features when procuring or acquiring goods, services or facilities, except where it is not practicable to do so.

- Consider the needs of people with disabilities at all stages of the procurement process to help ensure that goods and services at Township facilities are accessible.
- Digitize our bids and tenders process to improve the opportunity of doing business with the Township for all suppliers, including those with disabilities.

## **Local Business**

- In conjunction with the BIA and Accessibility Advisory Committee, work with local businesses to identify, remove and prevent barriers to accessibility to make the entire Township holistically accessible.
- Where possible, identify funding opportunities for local opportunities to improve accessibility in their stores.
- Continue to recognize local businesses that show leadership in improving accessibility and promoting inclusion.

# The Uxbridge Accessibility Advisory Committee (2018-2022)

The Township of Uxbridge Accessibility Advisory Committee consists of up to 9 members appointed by Council for the term of Council. Each voting member of the Committee is an independent representative to the Committee and does not represent the concerns of only one disability or group. The members of this Committee work together for the purpose of developing a common approach to enabling accessibility and inclusion within the Township of Uxbridge.

Members: Maggie McCreath  
Mark Kowalchuk  
Debbie Agnew  
Jodie Winnitoy (Vice Chair)  
Terry Baskin (Past Chair)

Council Representative: Willie Popp, Ward 4 Councillor & Deputy Mayor

Staff Liaison: Josh Machesney, Deputy Clerk/Accessibility Coordinator

The Uxbridge Accessibility Advisory Committee’s key responsibilities are defined by the AODA, as:

- Identifying barriers;
- Providing Council and Staff with recommendations for remediation of barriers;
- Providing recommendations to the Township concerning public education with respect to municipal accessibility
- Review site plans and drawings for municipal offices, subdivisions, community centres and recreational centres
- Provide advice on accessibility on buildings that municipal council constructs, purchases, significantly renovates or declares a municipal capital facility

The Accessibility Advisory Committee is responsible for the provision of advice to Council on specific initiatives to be undertaken by the Township. This consultation assists with the prevention, identification and removal of barriers that restrict people with disabilities from participating in Township programs or accessing services, and facilities.

The Accessibility Advisory Committee meets every two months and meetings are open to the public. During meetings, updates are provided to the Accessibility Advisory Committee which may include presentations or discussions led by staff or an external organization regarding accessibility related matters.

## What Can You do?

Whether you are a resident, visitor or an employee of a local business, we all can play a part in making Uxbridge more accessible and inclusive.



**recognize** that social change begins with individual change; you can, as a resident or visitor of the Township of Uxbridge initiate change;

**evaluate** your own actions and preconceived biases and ideas about accessibility and inclusion;

**educate** yourself, volunteer your time and participate in activities which will broaden your experience with accessibility and inclusion;

**recognize** that disabilities are not always visible – many disabilities are often not always physical in nature;

**encourage** and support the development of programs and projects that promote holistic accessibility and inclusion;

**advocate** for both the elimination of barriers and discrimination and the celebration of accessibility and diversity within your own workplace and community;

**challenge** barriers and discrimination when you experience them or become aware of their existence.



## Review & Monitoring Process

The Accessibility Plan is intended as a working document. Comments and recommendations will be noted throughout the upcoming year and will be reflected in annual updates to this Plan.

Accessibility improvements and changes to accessibility legislation will also be reflected in updates to this plan.

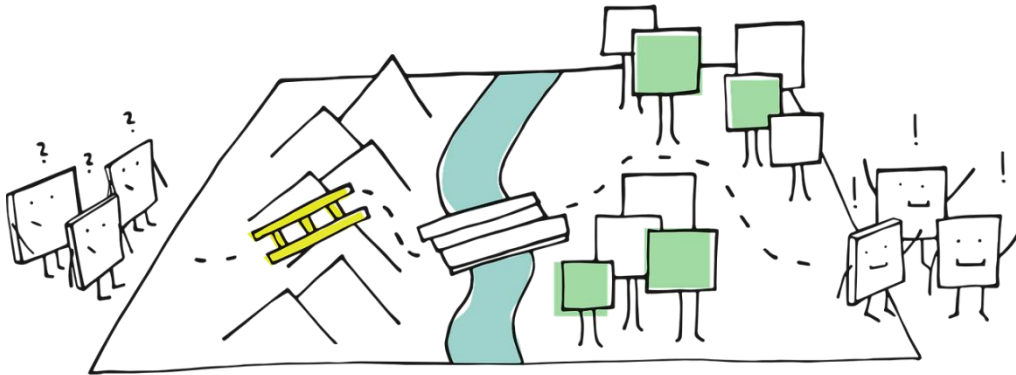
Additional evaluation and reporting efforts include:

- Annual review of the Multi-Year Accessibility Plan and preparation of a progress report;
- Annual progress report prepared for Council to identify progress of the Plan's implementation, accomplishments and achievements; posted online and available in alternative formats upon request;
- Compliance reports submitted annually to the Province of Ontario

## Communication of the Plan

Feedback is an integral part of the evaluation process. The Township of Uxbridge will continue to review and expand consultation strategies to engage key groups in providing accessibility related feedback, including people with disabilities.

Members of the public are encouraged to make comments on the Township of Uxbridge Multi-Year Accessibility Plan and accessibility matters in general. There are a number of ways you can contact the Township of Uxbridge to express your accessibility related comments including contacting the undersigned.



The Corporation of the Township of Uxbridge  
51 Toronto Street South, Uxbridge ON  
L9P 1T1

Phone: (905) 852-9181 Ext. 209  
Email: [accessibility@uxbridge.ca](mailto:accessibility@uxbridge.ca)

The 2020-2025 Multi-Year Accessibility Plan will also be available in the following locations:

Report to Council: Initially, this Accessibility Plan will be made available through a report to Council.

Website: The 2020-2025 Multi-Year Accessibility Plan can be accessed through the Township of Uxbridge website <http://www.uxbridge.ca>

## Accessibility for Ontarians with Disabilities Act Legislation

### Ontario Regulation 191/11 – The Integrated Accessibility Standards

### Ontario Regulation 429/07 – Accessibility Standards for Customer Service

*The Township of Uxbridge is dedicated to promoting, enhancing and creating, where possible, a barrier-free environment for all persons, regardless of needs, to participate as fully as possible in all aspects of community life.*

The following table depicts the Township’s compliance with the various regulations stemming from the Accessibility for Ontarians with Disabilities Act. The Township has taken a proactive approach to compliance with the legislation and regulations and is on track to satisfy all requirements under the Accessibility for Ontarians with Disabilities Act by January 2025. The Township’s early compliance with the legislation will allow resources to be directed towards increasing policy and program efficiency and effectiveness, while also reaching out into the community to assist the private sector with legislative compliance in an effort to make the Township of Uxbridge holistically accessible and inclusive.

| Compliance Date | Legislated Requirement  | Area of Responsibility | Action Plan or Status   |
|-----------------|---|------------------------|---|
| January 2012    | Emergency Procedure, Plans or Safety information:<br><br>Provide or arrange for the provision of accessible formats and communication supports for persons with a disability, as soon as is practical upon request. | Clerk’s Department     | The Clerk’s Department will provide emergency information in accessible formats upon request.<br><br>This requirement relies on the use of the Alternate Formats Policy as adopted by By-law No. 2012-102. A copy of the Alternate Formats policy is available on the Township website.<br><br><b>The Township is in compliance with this requirement</b> |

| Compliance Date | Legislated Requirement  | Area of Responsibility | Action Plan or Status  |
|-----------------|---|------------------------|--|
| January 2012    | <p>Workplace Emergency Response:</p> <p>Provide individualized workplace emergency response information to employees who have a disability, if the disability is such that the individualized information is necessary and the employer is aware of the need to provide accommodation.</p> <p>If employee requires assistance, with the employee's consent, the employer shall provide the individualized workplace emergency response information to the person designated to provide such assistance.</p> <p>Review of Individualized Emergency Response Plan:</p> <p>When the employee moves to a different location in the organization, when the employee's overall accommodation needs are reviewed, when the employer reviews its general emergency response policies.</p> | Clerk's Department     | <p>By-law No. 2012-026 adopted the Township of Uxbridge Workplace Emergency Response Procedure. This internal policy is available to all Township staff and is circulated to new employees during orientation and to existing employees once a year.</p> <p>This requirement relies on the use of the Alternate Formats Policy as adopted by By-law No. 2012-102. A copy of the Alternate Formats policy is available on the Township website.</p> <p><b>The Township is in compliance with this requirement</b></p> |



| Compliance Date | Legislated Requirement  | Area of Responsibility                    | Action Plan or Status  |
|-----------------|---|---|--|
| January 2013    | <p>Duties of Public Libraries:</p> <p>Provide access to or arrange for provision of access to accessible materials where they exist; post information about accessible materials publicly (website, on site, promotional materials); encouraged to provide accessible formats for archival materials, special collections, etc.</p> | Township of Uxbridge Public Library       | <p>The Township of Uxbridge Public Library has capabilities to provide special collection materials electronically and via microfiche. The Library also offers a variety of audio books and other materials in alternate formats.</p> <p><b>The Township is in compliance with this requirement.</b></p> |
| January 2013    | <p>Establishment of Accessibility Policies:</p> <p>Develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements under the accessibility standards.</p> <p>Establishment of a Multi-Year Accessibility Plan</p>                                   | Clerk's Department                        | <p>The Township documents its accessibility initiatives yearly in its annual Multi-Year Accessibility Plan.</p> <p>The Township has a number of policies related to accessibility, including accessible customer service.</p> <p><b>The Township is in compliance with this requirement</b></p>          |
| January 2013    | <p>Procuring or Acquiring Goods, Services or Facilities:</p> <p>Incorporate accessibility criteria and features into procurement practices so that goods, services and facilities are more accessible to people with disabilities unless it is not practicable to do so.</p>  | Clerk's Department<br>Treasury Department | <p>By-law No. 2012-149 adopted the Township of Uxbridge Facility Accessible Design Standards, which prescribes the manner in which all new facilities and renovations must be constructed.</p> <p><b>The Township is in compliance with this requirement.</b></p>  |

| Compliance Date | Legislative Requirement  | Area of Responsibility | Action Plan or Status  |
|-----------------|--|------------------------|--|
| January 2013    | <p>Self-Service Kiosks:</p> <p>All organizations that offer services or products through self-service kiosks shall take steps to make them accessible to people with disabilities so they can be used independently and securely.</p>  | Township of Uxbridge   | The Township of Uxbridge does not currently utilize any self-service kiosks.   |
| January 2014    | <p>Training:</p> <p>The Township of Uxbridge will train all employees and volunteers, all persons who participate in developing the organization's policies and all other persons who provide goods, services or facilities on behalf of the organization about the standards of the Integrated Accessibility Standards Regulation as well as the Human Rights Code as it pertains to persons with disabilities.</p> <p>The training provided to these persons will be specific to the duties assigned to their position with the Township.</p> <p>Should any policies regarding the Integrated Accessibility Standards Regulation change, all persons will be notified and trained on any different policies as soon as is practicable.</p> | Clerk's Department     | <p>The Township has developed training documents for all employees and volunteers, all persons who participate in developing the organization's policies and all other persons who provide goods, services or facilities on behalf of the organization.</p> <p>New employees are trained as soon as practicable, and all employees are trained on a regular basis.</p> <p><b>The Township is in compliance with this requirement</b></p> |

| Compliance Date | Legislated Requirement   | Area of Responsibility | Action Plan or Status   |
|-----------------|--|------------------------|---|
| January 2014    | <p>Public Feedback Process:</p> <p>Provide or arrange for provision of accessible formats and communication supports for persons with a disability upon request.</p> <p>Notify the public of the availability of accessible formats and communication supports for the feedback process.</p> | Clerk's Department     | <p>By-law No. 2009-124 adopted the Accessible Customer Service Policy, which includes, Accessible Customer Service Procedure, Service Animals and Support Persons Procedure, Disruption in Township Service Procedure, Feedback Mechanisms Procedure and the Accessible Customer Service Feedback Form.</p> <p>This requirement relies on the use of the Alternate Formats Policy as adopted by By-law No. 2012-102. A copy of the Alternate Formats policy is available on the Township website.</p> <p><b>The Township is in compliance with this requirement</b></p> |
| January 2014    | <p>Internet Content and Websites:</p> <p>New internet websites and content to conform to the World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 initially at level A.</p>   | Clerk's Department     | <p>The Township will have a website accessibility audit completed on the Township website by the spring 2013 and have all internet websites &amp; content conform to World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 Level AA (exceptions success criteria 1.2.4 &amp; 1.2.5).</p> <p>Additionally, all Township documents are produced in accordance with the Alternate Formats Policy as adopted by By-law No. 2012-102. A copy of the Alternate Formats policy is available on the Township website.</p>                                   |

| Compliance Date | Legislated Requirement  | Area of Responsibility | Action Plan or Status  |
|-----------------|---|------------------------|--|
| January 2014    | <p>Recruitment Process:</p> <p>Notify employees and public about the availability of accommodation.</p> <p>Selection &amp; Assessment Process: Notify job applicants, when individually selected, that accommodations are available upon request.</p> <p>Documented Individual Accommodation Plans: develop a written process for the development of documented individual accommodation plans.</p> <p>Return to Work: Develop and document a return to work process for employees who have been absent due to a disability and require disability-related accommodations in order to return to work.</p> | Clerk's Department     | <p>The Township passed the Accessible Standard for Employment – Accessible Employment Activities Accommodation policy in Spring 2013.</p> <p>The Township includes notification of accommodation throughout the recruitment process on each public job advertisement.</p> <p>Job applicants are notified that accommodations are available upon request.</p> <p><b>The Township is currently redeveloping Documented Individual Accommodations Plans and Return to Work Processes.</b></p> |



| Compliance Date | Legislated Requirement  | Area of Responsibility | Action Plan or Status  |
|-----------------|---|------------------------|--|
| January 2015    | <p>Accessible Formats and Communication:</p> <p>Provide or arrange for provision of accessible formats and communication supports for persons with a disability upon request; in a timely manner taking into account the person's accessibility needs; at a cost no more than charged by other persons.</p> | Clerk's Department     | <p>By-law No. 2012-102 adopted the Township of Uxbridge Alternate Formats Policy. The Alternate Formats Policy ensures that all corporate documents are produced in an accessible format. A copy of the Alternate Formats Policy is available on the Township website.</p> <p><b>The Township is in compliance with this requirement</b></p> |
| January 2021    | <p>All internet websites &amp; content to conform to World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 Level AA, exceptions success criteria 1.2.4 &amp; 1.2.5.</p>   | Clerk's Department     | <p>The Township will be launching a fully accessible website, in accordance with World Wide Web Consortium Web Content Accessibility Guidelines (WCAG) 2.0 Level AA in March 2020.</p>   |

## Accessibility for Ontarians with Disabilities Act Legislation

### TOWNSHIP OF UXBRIDGE CAPITAL ACCESSIBILITY PROJECTS TO DATE AND FUTURE INITIATIVES

*The Township of Uxbridge is dedicated to promoting, enhancing and creating, where possible, a barrier-free environment for all persons, regardless of needs, to participate as fully as possible in all aspects of community life.*

The following table features some of the Township's notable accessibility initiatives completed since 2015 and a list of proposed future initiatives to enhance accessibility in the Township of Uxbridge in an effort to make the Township holistically accessible and inclusive. These initiatives are in addition to the regular and ongoing maintenance improvements, such as sidewalk improvements, road and sidewalk snowplowing and salting, and trail improvements that contribute to accessibility within the Township.

#### Year 2015

| Task  | Status   |
|---|----------|
| Elgin Park sidewalk and pathway reconstruction and paving | COMPLETE |
| Seniors Centre entrance pads reconstruction               | COMPLETE |
| Goodwood Hall washroom upgrade (auto flush installation)  | COMPLETE |
| Seniors Centre parking lot lighting improvements          | COMPLETE |
| Sandford Hall sidewalk paving                             | COMPLETE |

#### Year 2016

| Task  | Status   |
|---|----------|
| Arena indoor lighting improvements          | COMPLETE |
| Goodwood Hall entrance flooring replacement | COMPLETE |

#### Year 2017

| Task   | Status   |
|--|----------|
| Seniors Centre washroom renovation and upgrade | COMPLETE |
| Sandford Hall washroom renovation and upgrade  | COMPLETE |

**Year 2018**

| Task  | Status   |
|---|----------|
| Arena exterior doors replacement and upgrades | COMPLETE |
| Zephyr Hall washroom renovations and upgrades | COMPLETE |
| 2018 Barrier-Free Municipal Election          | COMPLETE |

**Year 2019**

| Task   | Status   |
|--|----------|
| Testa Park accessible playground installation        | COMPLETE |
| Centennial Park pathway paving                       | COMPLETE |
| Trail accessibility improvements (various locations) | COMPLETE |
| Township-wide accessible parking review and painting | COMPLETE |

**Year 2020**

| Task   | Status    |
|--|-----------|
| Elgin Park accessible seating                  | SCHEDULED |
| Elgin Park new pathway paving                  | SCHEDULED |
| Ewen Trail resurfacing and bridge improvements | SCHEDULED |

**Year 2021**

| Task  | Status    |
|---|-----------|
| Elgin Park universal playground installation                | PROPOSED* |
| Arena automatic exterior door installation                  | PROPOSED* |
| South Balsam (Quaker Village) Trail paving and improvements | PROPOSED* |
| Zephyr sidewalk installation and upgrades                   | PROPOSED* |

**Year 2022**

| Task                                     | Status    |
|--|-----------|
| Brock Street East sidewalk repaving      | PROPOSED* |
| Cemetery Road sidewalk installation      | PROPOSED* |
| Elgin Park walkway lighting improvements | PROPOSED* |

**Year 2023**

| Task  | Status     |
|---|------------|
| Sandford Hall Accessible Washroom Upgrade                   | PROPOSED*  |
| Sandford Hall Playground upgrade (with accessible features) | PROPOSED*  |
| Toronto Street South sidewalk installation and upgrades     | PROPOSED*  |
| New aquatic centre  | PROPOSED** |

**Year 2024**

| Task                 | Status    |
|----------------------|-----------|
| Maple Trail upgrades | PROPOSED* |

\* Subject to final budget approval by Council

\*\* Subject to final budget approval by Council and receipt of Provincial and Federal government funding