STRIVING FOR AN ACCESSIBLE
HURON COUNTY

2014 Annual Accessibility Plan

Huron County Accessibility Advisory Committee
Goderich, ON
Phone: 519.524.8394, ext. 3259
Email: accessibility@huroncounty.ca
Website: huroncounty.ca
This document is available in alternate formats upon request, such as electronic, large font, or text only.

For additional information, please contact:

Sandra Thompson, Accessibility Coordinator at sthompson@huroncounty.ca OR (519) 524-8394, Extension 3259

Or mail

Huron County Accessibility Advisory Committee
1 Courthouse Square
Goderich, ON N7A 1M2

This report is available online at: www.huroncounty.ca/administration/acc_accessibilityplan.php
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Vision

Huron County continues to strive to achieve its vision of informing and inspiring people from across the County, in making Huron County accessible for people of all abilities.

The Huron County Accessibility Advisory Committee (HCAAC) believes, if you believe in a dream and have the courage to try, great things can be accomplished. Alvin Law says "We all have obstacles in life. It is ultimately your attitude that determines whether they block our path to success or strengthen us on our journey." Everyone with a disability, dreams of an accessible world.

The HCAAC believes that improving the quality of life for people with disabilities is achievable. They have a vision and the determination to provide Huron County businesses with the knowledge and information needed to create an accessible community. An accessible Huron County will provide those with a disability with the opportunity to say hello to a new freedom, independence and quality of life.

Background

About 15.5% of Ontario’s population or 1.8 million people are reported as having a disability (Stats Canada, 2006) and that number is expected to grow significantly. By 2017, for the first time, Ontarians aged 65 and over will account for a larger share of the population than children aged 0-14.

Although our governments have dedicated a lot of energy and money toward their vision of a barrier-free Ontario, the reality is that persons with disabilities still face barriers which prevent them from participating in all aspects of society. Canadians with disabilities are no longer viewed as “exceptions” whose needs must be met through segregated programs but rather seen as fellow citizens, who share the belief that they have a responsibility to one another and have something of value to contribute.

While governments acknowledge their role in providing leadership, the achievement of full citizenship requires more than the involvement of governments alone. Efforts from all sectors of society, including government departments and agencies, private enterprise and voluntary organizations are required to achieve the overall goal of full citizenship.
Message from the Chair of the Huron County Accessibility Advisory Committee

Dear Friends,

Huron County is pleased to present to you the 2014 Annual Accessibility Plan – Striving For An Accessible Huron County. The plan was developed with participation of staff from all department and service areas and with input and feedback from the Huron County Accessibility Advisory Committee.

The Annual Plan provides an update on the successes and completed actions by the County of Huron in 2013 and outlines the County’s ongoing plan for meeting the requirements of the Integrated Accessibility Standard Regulation under the Accessibility for Ontarians with Disabilities Act, 2005 to ensure that our programs, services and facilities are inclusive for people of all abilities.

Some of our achievements in 2013 include:
- Development and implementation of the Integrated Accessibility Policy
- Creation and approval of employment policies including:
  - Advertising & Posting Process
  - Hiring & Selection Process
  - Performance Reviews & Redeployment Policies
  - Individual Workplace Accommodation Policy
  - Individual Emergency Plan
- Creation and implementation of the Accessibility Procurement Policy
- Trained staff on the AODA IAS requirements and the Human Rights Code
- Successfully hosted our third annual National Access Awareness Week event
- Developed 2014 Objectives for the Huron County Accessibility Advisory Committee.

During the next year, the County of Huron plans to accomplish the following as part of the requirements of the Integrated Accessibility Standard Regulation:
- Develop and implement training on accessible electronic documents,
- Develop and implement a Service Disruption Notification policy and procedure,
- Develop and implement a document on “Planning Accessible Meetings and Events”, and
- Revise the current Accessibility Guidelines and Universal Design Manual to incorporate the newly released requirements under the Public Spaces Standard.

County Council, staff and the Huron County Accessibility Advisory Committee continues to be committed to removing the remaining barriers to accessing our programs and services.

Paul Gowing
Mayor, Morris-Turnberry Township
**County Council (2014)**

Huron County is governed by County Council, which is made up of sixteen (16) members from area municipalities. Each municipality located within Huron County is represented at County Council by their elected representatives: Mayors or Reeves, Deputy Mayors or Deputy Reeves, along with additional Councilor Representatives, as determined by eligible voters.

Annually, at their Inaugural Session in December, County Council elects a Warden from among the Councillors. The Warden is the executive officer of the Corporation and the head of County Council. The Warden chairs County Council meetings, sits as an ex-officio member on all Standing Committees, and represents the County at a wide range of functions and activities.

County Councillors are: Ben Van Diepenbeek, Neil Rintoul, Bill Dowson, Paul Klopp, Tyler Hessel, Jim Ginn, David Jewitt, Deb Shewfelt, John Grace, Art Versteeg, Bernie MacLellan, Joe Steffler, Paul Gowing, Neil Vincent, George Robertson (Warden) and Jim Dietrich.

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**Huron County Accessibility Advisory Committee (HCAAC):**

The Huron County Accessibility Advisory Committee is made up of 12 voting members including 7 persons with a disability as defined in the Ontarians with Disabilities Act (ODA); 2 persons from professional disciplines; 1 elected official; and 2 citizen representatives. The HCAAC is supported by 5 non-voting members including the Chair of the ODA Working Group, 1 person from the County Planning Department, 1 person from the County Social Services Department, 1 Municipal Building Official and the County Clerk.

**Voting Members:** Joe Austin, Ed Bezaire, Debbie Braun, Lorie Falconer, Bob Fisher, Paul Gowing (Chair), Chris Knapp, Maureen McCauley, Glen McLachlan, Charlene O’Reilly, Barbara Hicks, one vacant citizen position.

**Non-Voting Members:** Arthur Churchyard, Susan Cronin, Paul Gosling, Janice Hallahan, Brenda Orchard, Erin Schooley, Sandra Thompson
Message From Accessibility Advisory Committee:

We go to work. We go shopping. We take in a movie and afterwards grab a bite to eat. We do not think twice about it. At least, most of us do not. But that is not always the case for people with disabilities. Often, obstacles stop people with disabilities from doing the kinds of things most of us take for granted. We call these obstacles, barriers to accessibility. And Ontario is working to break such barriers down.

About 1.85 million people in Ontario have a disability, which is approximately 15.5%, or one in seven people. Over the next 20 years as the population ages, the number will rise to one in five Ontarians. When you add in immediate family members that are affected by someone with a disability this percentage increases to 53% of the population. Ontario needs to be more accessible to people with disabilities.

A disability can happen to any one at any time. Some people are born with a disability. For others, the disability happens because of an illness or an accident. Sometimes it is because the person is getting older. In fact, as the population ages, many of us may eventually face some kind of limitation.

The Accessibility Advisory Committee will continue to strive towards full compliance in implementing the Accessibility for Ontarians with Disabilities Act, 2005 which calls on the business community, public sector, not-for-profit sector and people with disabilities to develop, implement and enforce mandatory accessibility standards. Accessibility standards are the rules that businesses and organizations in Ontario will have to follow to identify, remove and prevent barriers to accessibility. (See Appendix 1)

People with disabilities have dreams, hopes and goals. Making Ontario accessible for people of all abilities starts with changing the way we think about people with disabilities. Changing attitudes starts with learning more about disabilities. For this reason the Huron County Accessibility Advisory Committee has made education and awareness one of their priorities for 2014.

People with disabilities are active participants in our communities, contributing to the local economy and accessing local goods and services. It makes good sense — economically and socially to make the services and facilities of Huron County accessible and welcoming for people of all abilities.
Our Vision
The Huron County Accessibility Advisory Committee will start now to inform and inspire people from across Huron County on making Huron County accessible for people of all abilities.

Our Mission
The Huron County Accessibility Advisory Committee shall assist Huron County Council and participating municipalities to fulfill the purpose of the Ontarians with Disabilities Act and the Accessibility for Ontarians with Disabilities Act by providing vision and advice to Council in regards to the removal of barriers by 2025.

Our Mandate
The authority to establish the Huron County Accessibility Advisory Committee originated from the provisions of the Ontarians with Disabilities Act and will continue to exist under the provisions of the Accessibility for Ontarians with Disabilities Act.

The Huron County Accessibility Advisory Committee is the advisory committee to Huron County Council and participating municipalities fulfilling the purpose of the Ontarians with Disabilities Act and the Accessibility for Ontarians with Disabilities Act.
Goals & Objectives of the HCAAC:

The 2014 Objectives of the Huron County Accessibility Advisory Committee were developed as a resource that would clearly outline the roles and responsibilities of the committee and also provide a monitoring tool to ensure all tasks are completed and not forgotten.

The Objectives will be reviewed annually in November by the Committee to assess progress and to update and add new initiatives accordingly. (See Appendix 2)

This document is divided into two sections:

1. Objectives mandated by legislation under the requirements of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and the Integrated Accessibility Standard (IASR).

2. Objectives driven by passion to accomplish the Committee’s vision of informing and inspiring people from across Huron county on making Huron county accessible for people of all abilities.

Last Year’s Goals:
Goals identified in Huron County’s 2013 Annual Accessibility Plan were:

1. Approval and implementation of the Emergency Workplace Individual Response Policy and Form.


3. Will develop an enhanced Accessibility website page to share all relevant resources for staff, businesses and individuals.

4. Will continue to work towards full compliance with the Integrated Accessibility Standard Regulation.

5. Create and maintain the Objectives of the Huron County Accessibility Advisory Committee.

6. Create and implement an awards program as part of our National Access Awareness Week event.
2013 Achievements:

1. Emergency Workplace Response Information for Employees with a Disability
   The County of Huron must establish accessible employment processes throughout the employment cycle, which includes the creation and implementation of a policy on Emergency Workplace Response Information for Employees with a Disability.

   The County of Huron will make all reasonable efforts to provide individualized workplace emergency response information to employees who have a disability, if the County is aware of the need for this information and individualized information is necessary. The goal of such information will be to enable employees to safely and appropriately respond in emergencies.

   The approval of the policy and plan will ensure that accommodations are made to provide the safe evacuation of staff during emergencies and that the individualized plan is customized to the individual's need and reviewed regularly and updated as necessary. This policy and form will become a part of the hiring process.

2. Training:
   The County of is required to provide training to all employees on the requirements of the accessibility standards referred to in the Regulation and on the Human Rights Code as it pertains to persons with disabilities. Training was developed and implemented by January 1, 2014. The bulk of the training was an online training package containing different modules based on staff's duties and responsibilities. The IASR’s requirements were assessed against the duties of staff then the training was tailored specific to those duties. For example, a human resources manager may need different training than a cashier.

   A hard copy of the training was provided to staff that do not have access to a computer and the online training. Ongoing training will be provided to new employees as soon as practicable. If any changes are made to this policy or the requirements training will be provided. The County of Huron maintains a record of the dates when training is provided and the number of individuals to whom it was provided.

   The County of Huron also created Disability & Human Rights Code Training and Customer Service Training documents for all third parties hired by the County. This training has become part of the Procurement Process.

   Huron County continued to provide extensive face-to-face customer service training to all new employees throughout 2013 as part of the County's orientation process.
3. **Huron County Accessibility Advisory Committee’s Webpage:**
The Accessibility Advisory Committee’s webpage has been enhanced and will continue to be improved as additional resources are developed that will be helpful for staff and local businesses to understand the needs of those with a disability and the requirements of the Government Standards.

4. **Employment Policies:**
The standards developed under the AODA provide concrete actions for organizations to take to ensure programs, services, and facilities are inclusive of people with disabilities. In addition to those mentioned above, the County of Huron has developed, approved and implemented the following policies, procedures and plans as required under the IASR

   - Integrate accessibility in procurement processes.

   A procurement policy was developed and approved by Council. This policy states that in acquiring goods and services for the County of Huron, County staff shall consider and have regard to disability accessibility issues as they may reasonably pertain to such acquisitions of goods and services. All new and renovated County-owned facilities shall be designed to meet or exceed the County’s Site Plan Control Guidelines and comply with legislation concerning people with disabilities.

   Where it is impractical for the County to incorporate accessibility criteria and features when procuring or acquiring specific goods, services or facilities, the Department Director will provide a written explanation, on request.

   - Huron County has developed, approved and implemented accessible employment processes throughout the employment cycle, including the following policies: recruitment, selection, individual accommodation plans, workplace emergency information, return to work process, performance management, career development, and redeployment.

5. **Goals & Objectives:**
Goals and Objectives of the Accessibility Advisory Committee have been developed, approved and implemented and will be reviewed and updated as necessary annually. (See Appendix 2).

6. **National Access Awareness Week:**
The Huron County Accessibility Advisory Committee successfully hosted its third National Access Awareness Week on May 30, 2013 with approximately 200 people of all ages in attendance.
Over 13,000 babies around the world were deformed in the early 1960's because of a morning sickness drug, Thalidomide. Alvin Law was born without arms after his birth mother, thinking it was completely safe, used just a couple of the tiny pills and their lives were forever altered.

Yet, what may have become a tragic life-story did not turn out that way. Today, Alvin is not only a completely independent, remarkably successful professional speaker, but proof that out of nothing can arise one of the most inspiring stories you will ever witness.

Alvin Law is more than just a motivational speaker with a disability, Alvin confronts people to consider the consequences of their current beliefs and attitudes and how it ultimately affects their lives and others around them. People in attendance were able to put the challenges they face into perspective.

Aside from inspiring others and providing a true perspective on everyday challenges those with disabilities still face, the Accessibility Advisory Committee developed very valuable corporate sponsors that definitely contributed to the success of this event.

7. Annual Awards Program:
The Huron County Accessibility Advisory Committee was very pleased to introduce their annual awards program in conjunction with their National Access Awareness Week event.

The purpose of the awards program is to celebrate organizations and individuals who are working to build a more inclusive society. These people make a difference in the lives of thousands of Canadians living with a disability.

The Award of Merit for Barrier-Free Design is to promote public awareness of the importance of barrier-free design, and to recognize excellence in accessibility design. Two awards will be presented annually in conjunction with National Access Awareness Week to the owner(s) of a building or facility that has been designed or renovated with special regard to accessibility for persons with a disability. One will be presented to private business and one to public sector organizations.

Eligibility criteria and structures that qualify for this award include:
- New public or private buildings or facilities, the design of which incorporate barrier-free accessibility;
- Existing buildings or facilities that have been re-designed or renovated to incorporate barrier-free accessibility;
- Satisfies the requirements of use and heightens the integration of people with disabilities in the community;
- Incorporates practical, useful, and innovative solutions to typical barriers.
The Award of Merit was presented to Huron East for their demonstrated commitment and passion in the advancement of accessibility with their design for renovating the Brussels Library. It is very exciting that Huron East understands the importance our community businesses and organizations play in creating an inclusive society for all.

The Committee also gave honourable mention to North Huron for their downtown revitalization project. North Huron took great pride in championing progress to ensure people with disabilities were viewed as fellow citizens and they recognized that disability is a part of the human experience. This was demonstrated with them requesting involvement from the Huron County Accessibility Advisory Committee from the very beginning of the planning stages.

8. **Site Plan Reviews:**
The Huron County Accessibility Advisory Committee's Building Plan Review, Site Plan and Physical Architectural Assessment Committee reviewed the following site plans and provided formal comments and recommendations:

- Goderich Downtown Master Plan (Accessible Parking)
- Huron Street Reconstruction in Exeter
- Kirkton Library & Hall
- Kirkton Pool
- Sobey's & LCBO New Construction in Bayfield
- OPP Station on the Square in Goderich
- Winthrop Ball Park Washrooms
- Zurich Library
- Bayfield Beach Boardwalk
- Wingham Hospital Accessible Parking & Entrance

9. **Site Plan Control Guidelines:**
Huron County's Site Plan Control Guidelines has been revised to include the new standard Public Spaces. This document is still in draft form. It has been reviewed with Chief Building Officials and Huron County Accessibility Advisory Committee. Final recommendations and revisions will be completed and will be presented to County Council for approval.

10. **Web Content Accessibility:**
Huron County's website achieved compliance with the Web Content Accessibility Guidelines (WCAG) 2.0 Level A as required under the AODA.

WCAG 2.0 is an internationally accepted standard for web accessibility developed by the World Wide Web Consortium (W3C), an international team of experts.
WCAG 2.0 sets out guidelines for organizations to follow to make their websites more accessible for people with disabilities. The guidelines cover things like writing web content in clear language, providing alternate text for images and making sure someone can navigate your website with just a keyboard.

Each guideline has three levels of accessibility: A, AA and AAA. Level AAA is the highest level of accessibility. Following these guidelines should make it easier for everyone to access your website and content, including people without disabilities.

11. Speaking Engagements:
Debbie, Luke and Zane Braun gave two very successful and well-received speaking engagements. Debbie is a very engaged and insightful member of the Huron County Accessibility Advisory Committee. Luke and Zane are Debbie's teenage boys who have lived their lives with Morquio Syndrome. The message they share is about walking or wheeling through life with their heads held high and being able to meet any challenges life throws their way and how these challenges would be easier if businesses were aware of how to make their businesses accessible. Luke and Zane have the courage to face their lives with a smile and determination. We all need to face life with a positive attitude and when someone says "NO you cant do that" we need to stand up and say "Yes we can!! Watch me!"

As a result of the boys' speaking engagement, an excellent relationship has been formed with the Huron County Chamber of Commerce. In consultation with the Huron County Accessibility Coordinator, the Huron County Chamber of Commerce is developing an in-depth, informant information package regarding new legislation and how to become accessible. The Chamber will be distributing the packages in a combination of emails and hand delivering hard copies to all businesses in Huron County.

12. Plowing Match:
The Huron County Accessibility Advisory Committee partnered with the Perth County Accessibility Advisory Committee in supporting each other's booths at the International Plowing Match. Although there was not a lot of interest in our booth, we did develop a great working relationship with Perth County Accessibility Advisory Committee that have already resulted in joint ventures.

2014 Goals
- Under the requirements of the Ontarians with Disability Act 2001, the HCAAC will continue to create and post a Multi-Year Accessibility Plan and an Annual Accessibility Plan that contains the goals of Huron County and last year's successes.

- Under the requirements of both the ODA, 2001 and the AODA, 2005 the HCAAC will continue to review in a timely manner and advise municipalities on the accessibility of building plans and drawings for renovation and new construction, and the purchase or lease of public buildings as well as review exterior site plans as requested.
The HCAAC will finalized the revised Huron County Universal Design and Accessibility Guideline for Site Plan Control to include the Public Spaces Standard and will use this as a resource when reviewing plans.

- Provide advice to County Council and participating municipalities with respect to government directives and regulations relating to the status of persons with disabilities including regulations for the Accessibility for Ontarians with Disabilities Act, 2005 and more specifically the Integrated Accessibility Standard Regulation. The HCAAC will continue to provide advice and direction to Huron County Council on obtaining full compliance within timelines set out in the Regulation.
  o Develop and implement training on accessible electronic documents,
  o Develop and implement a Service Disruption Notification policy and procedure,
  o Develop and implement a document on “Planning Accessible Meetings and Events”, and
  o Revise the current Accessibility Guidelines and Universal Design Manual to incorporate the newly released requirements under the Public Spaces Standard.

- The Committee will develop educational programs to be implemented into the local school board curriculum. The educational material will focus on the importance of changing societal stigmas associated with individuals living with a disability. The greatest change starts with our youth.
- Develop greater relationships with County Council, Lower Tiers and local businesses.

This will be achieved through
  o the development of information packages regarding new legislation,
  o speaking engagements at BIA meetings, lower tiers and to agencies and business by individuals with disabilities, putting a face to the issues at hand and;
  o regular council updates.

- Continue to incorporate and enhance an annual awards program with National Access Awareness Week to celebrate organizations and individuals who are working to build a more inclusive society. The award is to promote public awareness of the importance of barrier-free design and to recognize excellence in accessibility design.

- To increase awareness and create a stronger presence in the community, the Committee will continue to host National Access Awareness Week Celebrations.

- The Committee will keep Huron County building officials updated on all new legislation with regards to the built environment, public spaces and site plans.
Breaking Down Barriers While Supporting Businesses:

People with disabilities regularly face barriers that prevent them from working, traveling in and enjoying their communities. Seniors experience barriers to activities as part of the natural aging process. Ontario’s accessibility standards will break down these barriers so that people of all ages and abilities can more easily live, work, travel and play throughout the province. Making the province accessible by 2025 will help Ontario tap into the economic power of thousands of customers and visitors with disabilities and harness a larger, more diverse labour pool.

Quick Facts:

- The AODA standards could help Ontario become a destination choice for tourists with disabilities, which would generate $1.5 billion in new spending and grow the tourism sector between two and 7 percent.

- Canadians with disabilities spend $25 billion every year and influence the spending decisions of 12 to 15 million other consumers.

- More than 1.85 million Ontarians have a disability and this number is quickly rising as our population ages.
Appendix 1

Making Ontario Accessible:
On June 13, 2005, the government passed the Accessibility for Ontarians with Disabilities Act, 2005. This Act can be found at

http://www.e-laws.gov.on.ca/html/statutes/english/elaws_statutes_05a11_e.htm

The Act:
The Act makes Ontario the first jurisdiction in Canada to develop, implement and enforce mandatory accessibility standards, and applies to both the private and public sectors.

Through the Act and the accessibility standards, our Government’s goal is to make Ontario accessible by 2025. Under the AODA, the Province has developed five sets of accessibility standards, which both public and private sector organizations have to comply with.

The five standards include:
- Customer Service
- Information & Communication
- Employment
- Transportation
- Built Environment including public spaces and the building code

The Integrated Accessibility Standard was released on June 3, 2011 as regulation. Along with requirements in Information and Communication, Employment, Transportation and Built Environment, the Regulation also includes a number of general requirements, planning and training. Huron County is obligated to meet the requirements of the IASR within timelines ranging from July 1, 2011 to January 1, 2021. Penalties for any organization that does not meet the requirements outlined in the Regulation are up to a maximum of $100,000 per day.

The Integrated Accessibility Standard harmonized four standards in:
- Information and communication, which includes accessibility standards for websites, accessible formats of documents and communications to the public, accessible feedback processes, providing accessible emergency and public safety information, and requirements for public libraries.
• Employment, which includes providing accommodation throughout the recruitment process, providing accessible formats of information and communications to employees, documenting accommodation plans for employees with disabilities, and accommodating employees during return-to-work, redeployment, and career development.

• Transportation, which applies to conventional and specialized transit, as well as taxi licensing, and includes a number of technical requirements, service requirements, and planning and public consultation requirements.

Broadly, the IAS requires organizations to document policies and process for various provisions, to train all employees, volunteers, and relevant third parties in the IAS requirements and the Human Rights Code as it relates to people with disabilities, and to develop or acquire various resources or equipment to support compliance. Timelines for implementation are staggered between 2011 and 2021, with the majority of the work being completed in 2012 and 2013.

On January 1, 2013, the Government of Ontario achieved another milestone in implementing the Accessibility for Ontarians with Disabilities Act, 2005 (AODA). The Integrated Accessibility Standards Regulation (Ontario Regulation 191/11) was amended to include accessibility requirements for the Design of Public Spaces (Accessibility Standards for the Built Environment).

Beginning in 2015, public and private sector organizations will have to meet accessibility requirements when constructing and maintaining new or redeveloped elements of public spaces including:

• Recreational trails and beach access routes
• Outdoor eating areas for public use
• Outdoor play spaces (such as playgrounds)
• Exterior paths of travel (such as walkways across parks or between buildings)
• Accessible on- and off-street parking
• Service counters and waiting areas

Requirements of the Regulation:
The following new policies and processes will impact all Departments at the County of Huron:

• Accessibility criteria when procuring and acquiring goods and services;
• Providing accessible formats and communications to the public upon request;
• Arranging for accessible library materials if they exist;
• Ensuring accessible recruitment and selection processes;
• Developing individual accommodation plans for employees with disabilities;
• Planning for providing an appropriate number of accessible taxi cabs to the community.
Among other provisions, the Regulation also requires Huron County to provide:

- Training to all employees, volunteers, and others who provide goods, services, and facilities, on the requirements of the Regulation and on the Human Rights Code, that is appropriate to the duties to those who are being trained;
- A staged approach ensuring websites meet accessibility criteria;
- An accessible feedback process for the public;
- Communication supports, ie) sign language interpretation for the public upon request;
- Accessibility accommodations for employees and applications, upon request;
- Taxi identification information inside and outside the taxi cab;
- A number of technical requirements for both conventional and specialized transportation.
Appendix 2

2014 PRIORITIES
HURON COUNTY ACCESSIBILITY ADVISORY COMMITTEE

OBJECTIVES MANDATED BY LEGISLATION:

<table>
<thead>
<tr>
<th>Priority</th>
<th><strong>HCAAC Responsibility</strong></th>
<th><strong>Council Responsibility</strong></th>
<th><strong>Working Group Responsibility</strong></th>
<th><strong>Timeline Targets</strong></th>
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<tr>
<td>1</td>
<td>Huron County's Accessibility Coordinator will create, review and revise the Multi 5-Year Accessibility Plan in consultation with the HCAAC and County staff as appropriate. Once approval is obtained from County Council, the Multi 5-Year Accessibility Plan will be posted on the County website as directed in the Integrated Accessibility Standard (IAS).</td>
<td>County Council will approve and send a copy of the Multi 5-Year Accessibility Plan to the Ministry of Economic Development, Trade and Employment as directed in the Integrated Accessibility Standard (IAS). CAO will share the plan with Senior Management Team to ensure all departments work towards implementation of the Multi 5-Year Accessibility Plan.</td>
<td>HCAAC Working Group Representatives will present the Multi 5-Year Accessibility Plan to their Councils for approval. Once approval is obtained the Multi 5-Year Accessibility Plan will be posted on lower tier websites and will be implemented.</td>
<td>Multi 5-Year Accessibility Plan written every 5 years, effective January, 2013. The Multi 5-Year Accessibility Plan will be reviewed, maintained, updated and successes reported on and posted on the website annually. Council will approve by January 1st each year.</td>
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<td>Under the requirements of the</td>
<td>Huron County’s</td>
<td>County Council will</td>
<td>HCAAC Working</td>
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<td>Accessibility Act, 2005 (AODA) and the Integrated Accessibility Standard (IAS), the County of Huron is required to establish, implement, maintain, and document a Multi-Year Accessibility Plan. The Plan outlines the organization’s strategy to identify, prevent and remove barriers for people with disabilities in the County’s programs, services, and facilities, over a five-year plan.</td>
<td>Responsibility</td>
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<td>Under the requirements of both the ODA, 2001 and the AODA, 2005 the HCAAC must review in a timely manner and advise municipalities on the accessibility of building plans and drawings for renovation and new construction, and the purchase or lease of public buildings as well as review exterior site plans as</td>
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<td>2014 Annual Accessibility Plan</td>
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<td>Ontarians with Disability Act 2001, the County of Huron is required to create and post an Annual Accessibility Plan that contains the goals of Huron County and last year's successes. The identified goals are in alignment with the Multi-Year Plan.</td>
<td>Accessibility Coordinator will create the Annual Accessibility Plan in consultation with the HCAAC and County staff as appropriate and will present annual plan to committee by December each year. Once approval is obtained from County Council, the Annual Accessibility Plan will be posted on the County website as directed in the ODA 2001.</td>
<td>approve and send a copy of the Annual Accessibility Plan to the Ministry of Economic Development, Trade and Employment as directed in the ODA, 2001.</td>
<td>Group will present the Annual Accessibility Plan to their Councils for approval.</td>
<td>approve the Annual Accessibility Plan by January 1st each year.</td>
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<td>CAO will share the plan with Senior Management Team to ensure all departments work towards implementation of the Annual Accessibility Plan.</td>
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<td>The HCAAC ~ Building Plan Review, Site Plan and Physical Architectural Assessment Committee is responsible for meeting and reviewing site plans and providing comment and recommendations in</td>
<td>Huron County Council is responsible for keeping appropriate lower tier staff informed of their duty to request site plan reviews with the HCAAC prior to purchasing, construction, renovation or lease.</td>
<td>The Working Group is responsible for keeping appropriate lower tier staff informed of their duty to request site plan reviews with the HCAAC prior to purchasing, construction, renovation or lease.</td>
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<td><strong>4</strong></td>
<td><strong>Provide advice to County Council and participating municipalities with respect to government directives and regulations relating to the status of persons with disabilities including regulations for the Accessibility for Ontarians with Disabilities Act, 2005.</strong></td>
<td><strong>To gather comments on proposed regulations and standards, the Accessibility Coordinator will work with the Directive and Regulation Review Subcommittee. The Accessibility Coordinator will also work with staff from various departments across the County and the Working Group to further identify concerns on how the proposed regulation may be</strong></td>
<td><strong>The Accessibility Coordinator will prepare regular updates for County Council. The update will provide a summary of the requirements outlined in the regulations and standards and an overview of the County’s readiness to meet the requirements.</strong></td>
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<td><strong>2014 Annual Accessibility Plan</strong></td>
<td><strong>a timely manner. The Committee will revise and update the Huron County Universal Design and Accessibility Guideline for Site Plan Control to include all new legislation and a checklist for reviewing site plans.</strong></td>
<td><strong>County Council will review, revise if necessary and approve guidelines.</strong></td>
<td><strong>The Working Group will have the approved revised Huron County Universal Design and Accessibility Guideline for Site Plan Control approved by their Councils and share with building officials.</strong></td>
<td><strong>Revise Huron County Universal Design and Accessibility Guideline for Site Plan Control document and receive Council approval by December 31, 2013.</strong></td>
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The Committee will develop educational programs to be implemented into the local school board curriculum. The educational material will focus on the importance of changing societal stigmas associated with individuals living with a disability. The greatest change starts with our youth.

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<th>Objective</th>
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<td>5</td>
<td>The Special Events Awareness and Community Education Subcommittee will come up with ideas on how to develop a relationship with the school boards, guidance councilor and work with the school board on developing a curriculum on creating an inclusive society for all. The subcommittee will continue to work with Matt Lee from the REACH in making next year’s National Access Awareness Week Event a schooling outing for local</td>
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<td>County Council will be consulted with in the development stages.</td>
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<td>The Special Events Awareness and Community Education Subcommittee will consult with the working group during development stages.</td>
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<td>Ongoing with a completion target date of September 2015.</td>
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<td>Completed by May 2014.</td>
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|   | Develop greater relationships with County Council, Lower Tiers and local businesses. This will be achieved through:  
- the development of information packages regarding new legislation  
- speaking engagements at BIA meetings, lower tiers and to agencies and business by individuals with disabilities, putting a face to the issues at hand.  
- regular council updates. | The Accessibility Coordinator will provide regular County Council updates keeping Council informed on the issues. The Accessibility Coordinator will set up speaking arrangements for Debbie Braun and her boys and/or Charlene O'Reilly to speak at illustrating how importance barrier free communities are. The Special Events Awareness and Community Education Subcommittee will develop an information package for local businesses. | County Council will encourage lower tiers to participate in and host a speaking engagement at one of their Council meetings. County Council will provide their feedback and suggestions on the content of the information packages. | The Accessibility Coordinator will work with the Working Group on scheduling speaking engagements at their Council Meetings. | Ongoing |
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| 7 | Create an annual awards program to celebrate organizations and individuals who are working to build a more inclusive society. The award is to promote public awareness of the importance of barrier-free design and to recognize excellence in accessibility design.  
   
The awards will be incorporated with National Access Awareness Week.  
   
To increase awareness and create a stronger presence in the community, the Committee will continue to host National Access Awareness Week Celebrations. | The Special Events Awareness and Community Education Subcommittee will develop and implement an annual awards program recognizing one public sector organization and one private business or individual.  
   
The committee will build on past successes and look to improve the event by securing a corporate sponsor. | Will ask Working Group to share nomination forms with building inspectors as they have the greatest knowledge of who is building and/or renovating with barrier-free design being a focus. | Ongoing |
| 8 | The Committee will proactively complete accessibility assessments on buildings in our community and provide the results to the building owner. | No action required. | No action required. | Ongoing |
| The Committee will also keep Huron County building officials updated on all new legislation with regards to the built environment, public spaces and site plans. | Committee will review and update the assessment checklist and complete a minimum of 4 reviews per year. | The Accessibility Coordinator will ensure building officials are kept up to date on new requirements. |  |

**NOTE:**

1. The HCAAC Objectives will be attached to each HCAAC Meeting Agenda for monitoring purposes, and

2. The HCCAC Objectives will be reviewed annually (November) by the Committee to assess progress and to update and add new initiatives accordingly.