

Huron County 2013 Annual Accessibility Plan, January 2014.

Striving For An Accessible Huron County

Huron County Accessibility Coordinator.



[Type the abstract of the document here. The abstract is typically a short summary of the contents of the document.]519.524.8394, Extension 3259

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 O R 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.huroncount y.ca/administration/acc_accessibilityplan.php

Table of Contents

Vision.....	4
Background.....	4
Message from the Chair of the Huron County Accessibility Advisory Committee..	5
County Council (2015)	6
Huron County Accessibility Advisory Committee (HCAAC):	6
Message From Accessibility Advisory Committee	7
Our Vision.....	8
Our Mission.....	8
Our Mandate	8
Goals & Objectives of the HCAAC:.....	9
Last Year’s Goals:	9
2014 Achievements:	10
2015 Goals.....	14
Breaking Down Barriers While Supporting Businesses	16
Quick Facts:.....	16
Appendix 1.....	17
Making Ontario Accessible:.....	17
The Act:.....	17
Requirements of the Regulation:	18
Appendix 2.....	20
2015 PRIORITIES	20

Passion

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 2015 Annual Accessibility Plan – Striving For An Accessible Huron County. The plan was developed with participation of staff from all departments 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 2014 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 2014 include:

- Achieved compliance with the Integrated Accessibility Standard on accessible websites meeting requirements of the WCAG 2.0 Level A
- Developed a significant relationship with the Avon Maitland District School Board
- Hosted our fourth and most successful annual National Access Awareness Week event in partnership with the Avon Maitland District School Board with over 800 students in attendance
- Successfully enhanced our Award Program in conjunction with our National Access Awareness Week event
- Celebrated International Day of Persons with Disabilities by working with Perth County Accessibility Advisory Committee and the Avon Maitland District School Board
- Completed accessibility assessment on all Huron County Public Libraries
- Participated in a Joint Council Orientation session with Perth County
- Accessibility Coordinator attended the First Carleton University Accessibility Summit in Ottawa

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
- Continue to work towards requirements of the WCAG 2.0 Level AA by 2021
- Enhance relationship with the Avon Maitland District School Board
- Adopt and implement the Illustrated Technical Guide to the Accessibility Standard for the Design of Public Spaces developed by the Global Alliance on Accessible Technologies and Environments (GAATES) and supported by the Ontario Government.

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.

County Council (2015)

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: Warden Paul Gowing
Councillor Dave Frayne

Huron County Accessibility Advisory Committee (HCAAC):

The Huron County Accessibility Advisory Committee is made up of 9 voting members including 5 persons with a disability as defined in the Ontarians with Disabilities Act (ODA); 1 person from professional discipline; 1 citizen representative; 1 elected official; Warden as ex-officio. The HCAAC is supported by 6 non-voting members including the Chair of the ODA Working Group, 1 person from the County Planning Department, 1 Municipal Building Official; Huron County CAO; the Accessibility Coordinator and the County Clerk.

Voting Members: Debbie Braun, David Burnfield, Crystal Groom, Barbara Hicks, Laurie Jacques, Charlene O'Reilly, Shawn Thomson, Warden Gowing, Chair Frayne

Non-Voting Members: Claire Dodds, Susan Cronin, Paul Gosling, Janice Hallahan, Brenda Orchard, 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. Huron County is working to remove such obstacles.

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.

In the next 20 years, an aging population and people with disabilities will represent 40% of total income in Ontario – that's \$536 Billion. A more accessible Ontario is good for our economy and our communities. Improved accessibility in Ontario can help generate up to \$9.6 Billion in new retail spending and \$1.6 Billion in tourism spending. It only makes good business sense for Huron County businesses to be accessible.



The Accessibility Advisory Committee strives 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. (See Appendix 1)

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 a continued priority for 2015.

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.

Sandra Thompson
Accessibility Coordinator

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 Objectives of the Huron County Accessibility Advisory Committee were revised and updated for 2015 and will be used as a resource that will 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 are 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:

- **Objectives mandated by legislation** under the requirements of the *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)* and the *Integrated Accessibility Standard (IASR)*.
- **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 2014 Annual Accessibility Plan were:
- 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.
- 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”
- 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 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 and; 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.

2014 Achievements

Below are the Huron County Accessibility Advisory Committee’s achievements identifying both completed goals that were identified for 2014 and achievements above and beyond those:

1. Accessibility Plans:

The County of Huron has create an Annual Accessibility Plan under the Ontarians with Disability Act, 2001 and a Multi-Year Accessibility Plan under the Accessibility for Ontarians with Disabilities Act, 2005 with annual updates on successes. The County of Huron has completed both requirements with the documents being approved at the November 24, 2014 County Council meeting. Both documents are posted to the County’s website, a copy mailed to the Ministry and are available in alternate formats upon request.

2. Site Plan Reviews:

The Huron County Accessibility Advisory Committee has had much success over the past year with an increase in requests for Site Plan Reviews from both County staff and private businesses and organizations. We believe this speaks volumes and clearly identifies that the message on the importance of accessibility in Huron County is being shared and understood.

The Huron County Accessibility Advisory Committee completed 22 site plan reviews throughout the year and provided written feedback and recommendations ensuring that the renovations and construction meet the requirements of the AODA. The reviews completed included:

- All County Libraries:
 - Howick
 - Wingham
 - Blyth
 - Seaforth
 - Clinton
 - Goderich
 - Exeter
 - Zurich
 - Bayfield
 - Kirkton
 - Hensall
- Huron County Museum
- Huron County Gaol
- Maitland Valley Medical Centre
- Kingston Street Public Washrooms
- Hensall Town Hall Renovations
- Realignment of County Road 13 in Clinton
- Construction of County Road 12 in Brussels
- Reconstruction of the main intersection and stop lights in Seaforth
- CIBC in Seaforth
- Huron and John Streets in Exeter
- Wingham Hospital renovations

The Huron County Accessibility Committee would like to commend the Architects and Engineers in making accessibility a priority and understanding the requirements of the newly released standards and implementing the standards into their drawings. Based on this, the Committee recognizes that their efforts to educate the community on the standards and the importance of removing barriers has been effective.

3. Government Directives and Regulations:

The Accessibility Advisory Committee continues to provide updates on and advice about new Government directives and regulations. Regulations and Directives Huron County had to be in compliance with in 2014 included:

Website Accessibility:

Huron County's website (www.huroncounty.ca) and its content meet the Web Content Accessibility Guidelines (WCAG) 2.0 as outlined in the Accessibility Standard for Information and Communications. 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.

Huron County Libraries have met all requirements; which include:

- Provide or arrange for people to get accessible formats of library materials where they exist. Materials include literary, musical, artistic and dramatic works. Accessible formats are alternatives to standard print. Accessible formats may include large print, electronic, video, DVDs, CDs, audio and Braille.
- When libraries acquire new materials, they must consider the accessibility needs of their users. Make sure as many people as possible can access their collections. Some libraries may have extensive collections of accessible materials, while others have smaller collections. Libraries can use the inter-library system to provide users with accessible materials.
- A library may have special collections, rare books and archival materials that need special handling and treatment. These do not have to be provided in accessible formats.
- Let the public know you are providing accessible formats. (This only applies to information that you control directly or indirectly through a contract or other formal arrangement. It doesn't apply to information you provide on behalf of another organization.)

Service Disruption Notification Policy:

Huron County has approved and implemented a Service Disruption Notification Policy as required under the AODA.

Training:

All staff including volunteers and third party contractors have received mandatory training specific to their job duties.

4. School Board Curriculum:

A goal for 2014 was to assist in the development of accessibility resources for the Avon Maitland District School Board (AMDSB) but this goal was later revised to develop a working relationship with the AMDSB. While participating in a joint event with the Perth County Accessibility Advisory Committee and the AMDSB in celebrating International Day of Persons with Disabilities it was determined that the AMDSB already has excellent accessibility resources.

The Huron County Accessibility Advisory Committee refocused its efforts in creating a relationship with the AMDSB and we hosted our Fourth Annual National Access Awareness Week event in partnership. This proved to be a very successful venture and more details are highlighted below under the heading National Access Awareness

Week Event.

5. Developed Relationships with County Council, Lower Tiers and Businesses:

This was achieved through:

- Regular Council updates that were shared by County Council representatives with their respective municipalities.
- Speaking engagements at BIA meetings, agencies and businesses by Deb, Luke and Zane Braun. 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. They spoke on how creating an accessibility environment is just the right thing to do and highlighted the economic benefit of increasing your customer base.

6. Annual Awards Program:

The Huron County Accessibility Advisory Committee introduced their annual awards program in conjunction with their National Access Awareness Week event in 2013. The Awards Program was expanded to include two (2) awards – one presented to a private business and one to a public sector organization.

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. 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 the Avon Maitland District School Board for their demonstrated commitment and passion in the advancement of accessibility with their design in the construction of the new Maitland River Elementary School.

The second Award of Merit award was presented to the Blyth Bakery. It is very exciting that private businesses, more specifically, the Blyth Bakery understands the importance our community businesses and organizations play in creating an inclusive society for all.

7. National Access Awareness Week:

The Huron County Accessibility Advisory Committee successfully hosted its fourth National Access Awareness Week on May 29, 2014 in partnership with the Avon Maitland District School Board with approximately 800 students in attendance.

Victoria Nolan was our guest speaker. Victoria was diagnosed with retinitis pigmentosa, an eye disease that causes slow, progressive loss of vision at the age of 18. Though her diagnosis devastated her, it also provided a lot of insight: it explained why she always felt a little uncomfortable in crowds, why she didn't like speaking in front of people and why she struggled with anything athletic. After years of frustration, she decided to make a change, regain her independence and chase her goals.

Having never rowed before, Nolan loved it the moment she tried it. What started out as a hobby quickly turned into a passion - one that she was really good at. In 2007, Nolan was named to the Canadian National Adaptive Rowing Team and began travelling the world, winning medals and breaking records and within a year was competing at the 2008 Summer Olympics in Beijing.

Today Nolan is a retired Paralympian, special education teacher, motivational speaker and an advocate for people with disabilities. In 2010, she and her rowing crew won gold at the World Rowing Championships in New Zealand and competed in the 2009 World Rowing Championship in Poland. She and her husband live in Toronto with two children.

Victoria was an excellent speaker, painting a very vivid picture of some of her experiences, to her audience of students. Victoria was inactive with the students after her presentation and a large number of students chose to stick around to get their picture taken and have a conversation with Victoria. It was great to see the connection between Victoria and a large number of students.

Aside from inspiring others and providing a true perspective on everyday challenges those with disabilities still face, the Accessibility Advisory Committee developed a very valuable relationship with the AMDSB.

8. Goals & Objectives:

Goals and Objectives of the Accessibility Advisory Committee were developed, approved and implemented in 2013 and have been reviewed and updated for 2015. (Appendix 2)

9. Site Plan Control Guidelines:

Huron County's Site Plan Control Guidelines have 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. The Committee has recently reviewed a document called the Illustrated Technical Guide to the Accessibility Standard for the Design of Public Spaces developed by the Global Alliance on Accessible Technologies and Environments (GAATES) and supported by the Ontario Government. The Committee has revised its goal for this document to be the staff resource of choice when reviewing site plans.

2015 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 and local businesses 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 seek approval from County Council to use the document - Illustrated Technical Guide to the Accessibility Standard for the Design of Public Spaces developed by the Global Alliance on Accessible Technologies and Environments (GAATES) and supported by the Ontario Government as the main staff resource. This document is very well done and incorporates both site plan and design of public spaces requirements.

Once approved this document will be printed and shared with all building inspectors. Extra copies will be provided to each Municipality as a signed out resource for businesses building or renovating buildings.

- 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.
 - Will continue to work towards WCAG 2.0 Level AA compliance by 2021.
 - Will continue to explore more options for alternate formats both for communication and information.
- The Committee will continue to enhance relationships with County Council, local municipalities, businesses and the Avon Maitland District School Board.
- Continue to incorporate and enhance an annual awards program in conjunction 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 with this years goal bringing more than one school together for the event.
- 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:

- 1 in 7 people in Ontario have a disability, that's 1.85 million Ontarians.
- By 2036, as our population ages, 1 in 5 people in Ontario will have a disability.
- In the next 20 years, an aging population and people with disabilities will represent 40% of total income in Ontario – that \$536 Billion.
- A more accessible Ontario is good for our economy and our communities and is simply the right thing to do.
- Improved accessibility in Ontario can help generate up to \$9.6 Billion in new retail spending and \$1.6 Billion in new tourism spending.
- The AODA standards could help Ontario become a destination choice for tourists with disabilities, which would generate \$1.6 billion in new spending and grow the tourism sector between two and 7 percent.
- Currently, Canadians with disabilities influence the spending decisions of 12 to 15 million other consumers.

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 Human Rights and a number of general requirements; which include 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 processes 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 releasing the Integrated Accessibility Standards Regulation (Ontario Regulation 191/11) that 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 have either already been implemented by Huron County or we are continuing to work towards:

- 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.
- 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;
- A number of technical requirements for both conventional and specialized transportation.

Appendix 2

2015 PRIORITIES HURON COUNTY ACCESSIBILITY ADVISORY COMMITTEE

OBJECTIVES MANDATED BY LEGISLATION:

	Priority	HCAAC Responsibility	Council Responsibility	Working Group	Timeline Targets
1	Under the requirements of the <i>Accessibility for Ontarians with Disabilities Act, 2005 (AODA)</i> and the <i>Integrated Accessibility Standard (IAS)</i> , 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.	<p>Huron County's Accessibility Coordinator will review and revise the Multi 5-Year Accessibility Plan highlighting the previous years successes in consultation with the HCAAC and County staff annually.</p> <p>Once approval is obtained from County Council, the revised Multi 5- Year Accessibility Plan will be posted on the County website as directed in the Integrated Accessibility Standard (IAS).</p>	<p>County Council will approve the revised Multi 5-Year Accessibility Plan and send a copy to the Ministry of Economic Development, Trade and Employment as directed in the Integrated Accessibility Standard (IAS).</p> <p>CAO will share the plan with Senior Management Team to ensure all departments work towards implementation of the Multi 5-Year Accessibility Plan.</p>	<p>HCAAC Working Group Representatives will present the revised Multi 5-Year Accessibility Plan to their Councils for approval.</p> <p>Once approval is obtained for the revised Multi 5-Year Accessibility Plan, it will be posted on lower tier websites and will be implemented.</p>	<p>Multi 5-Year Accessibility Plan written every 5 years, effective January, 2013.</p> <p>The Multi 5-Year Accessibility Plan will be reviewed, maintained, updated and successes reported on and posted on the website annually.</p> <p>Council will approve by January 1st each year.</p>

2	Under the requirements of the 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.	Huron County's 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.	County Council will 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.	HCAAC Working Group will present the Annual Accessibility Plan to their Councils for approval.	County Council will approve the Annual Accessibility Plan by January 1 st each year.
---	--	--	---	--	---

	The identified goals are in alignment with the Multi-Year Plan.	Once approval is obtained from County Council, the Annual Accessibility Plan will be posted on the County website as directed in the ODA 2001.	CAO will share the plan with Senior Management Team to ensure all departments work towards implementation of the Annual Accessibility Plan.	Once approval is obtained the Annual Accessibility Plan will be posted on lower tier websites and will be implemented.	
3	<p>Under the requirements of both the ODA, 2001 and the AODA, 2005 the HCAAC must review in a timely manner and advise municipalities and businesses on the accessibility of building plans for renovation and new construction, and the purchase or lease of public buildings as well as review exterior site plans as requested.</p> <p>The Committee will use the Illustrated Guide of the Accessibility Standards for Outdoor Spaces produced by GAATES and supported by Ontario Government.</p>	<p>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 a timely manner.</p> <p>A motion will be presented to County Council for the Illustrated Guide of the Accessibility Standards for Outdoor Spaces by approved as the resource of choice.</p>	<p>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.</p> <p>County Council to review and approve if appropriate.</p>	<p>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.</p> <p>If approved the Working Group will share the resource with building officials.</p>	<p>The HCAAC Building Plan Review Site Plan and Physical Architectural Assessment Committee will accommodate as quickly as possible, not being any longer than 30 days.</p> <p>March 2015.</p>

4	<p>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.</p>	<p>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 implemented.</p>	<p>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.</p>	<p>The Working Group will provide comments and concerns with the Accessibility Coordinator on the requirements of the regulations and standards.</p> <p>The Working Group will share updates with appropriate staff at their Municipality.</p>	<p>Ongoing</p>
---	---	--	---	--	----------------

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.

5	<p>The Committee will continue to enhance relationship with the Avon Maitland District School Board and focus on the importance of changing societal stigmas associated with individuals living with a disability. The greatest change starts with our youth.</p>	<p>The Special Events Awareness and Community Education Subcommittee will come up with joint ventures with the AMDSB.</p> <p>The subcommittee will explore options available with Matt Lee from the REACH in making next year's National Access Awareness Week Event a schooling outing for local school children.</p>	<p>County Council will be consulted with in the development stages.</p>	<p>The Special Events Awareness and Community Education Subcommittee will consult with the working group during development stages.</p>	<p>Ongoing</p> <p>Completed by May 2015.</p>
---	---	--	---	---	--

<p>6</p>	<p>Continue to develop greater relationships with County Council, Lower Tiers and local businesses.</p> <p>This will be achieved through</p> <ul style="list-style-type: none"> • 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. 	<p>The Accessibility Coordinator will provide regular County Council updates keeping Council informed on the issues.</p> <p>The Accessibility Coordinator will set up speaking arrangements for Debbie Braun and her boys and/or Charlene o'Reilly to speak and illustrate how important barrier free communities are.</p> <p>The Special Events Awareness and Community Education Subcommittee will develop an information package for local businesses.</p>	<p>County Council will encourage lower tiers to participate in and host a speaking engagement at one of their Council meetings.</p> <p>County Council will provide their feedback and suggestions on the content of the information packages.</p>	<p>The Accessibility Coordinator will work with the Working Group on scheduling speaking engagements at their Council Meetings.</p>	<p>Ongoing</p>
-----------------	--	---	---	---	----------------

7	<p>Continue to implement our 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.</p> <p>The awards are incorporated with National Access Awareness Week.</p> <p>To increase awareness and create a stronger presence in the community, the Committee will continue to host National Access Awareness Week Celebrations.</p>	<p>The Special Events Awareness and Community Education Subcommittee will continue to implement an annual awards program recognizing one public sector organization and one private business or individual.</p> <p>The committee will build on past successes and look to improve the event by securing a corporate sponsor.</p>	<p>Ask County Council to have a great presence at National Access Awareness Week celebrations.</p>	<p>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.</p>	Ongoing
8	<p>The Committee will promote the One Step Project with Municipalities.</p>	<p>The Accessibility Coordinator will set meeting dates with Municipal Council to present project.</p>	No action required.	No action required.	June 2015

NOTE:

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