

## **Integrated Accessibility Standards Policy**

### **Statement of Organizational commitment**

The Corporation of the Township of Stirling-Rawdon is committed to providing an equal opportunity to access goods and services, employment, transportation and information in a manner consistent with the principles of independence, dignity, integration and equality as stated in the regulations of the Accessibility for Ontarians with Disabilities Act and Ontario's accessibility laws.

### **Procurement**

The Township of Stirling-Rawdon will incorporate accessibility criteria when procuring or acquiring goods, services and facilities except where it is impractical to do so.

### **Employment**

The employment standard builds upon the existing requirements under the Ontario Human Rights code in relation to how to accommodate individuals with disabilities through the job application process and the employment relationship. This standard applies to paid employees.

The Township shall notify employees and the public about the availability of accommodations for applicants with disabilities:

- During the recruitment process when job applicants are individually selected to participate in an assessment or selection process.
- If a selected applicant requests an accommodation, the Municipality will consult with the applicant and provide or arrange for suitable accommodation that takes into account a person's disability.
- Notify successful applicants of the availability for accommodating for employees with a disability.

We will notify staff that supports are available for those with disabilities. We will put in place a process to develop individual accommodation plans for employees.

Where needed, we will also provide customized emergency information to help an employee with a disability during an emergency.

## **Training**

We are committed to training staff and volunteers on the Ontario's accessibility laws and aspects of the Ontario Human Rights Code that relate to persons with disabilities. Employees and volunteers will be trained on accessibility as it relates to their specific roles, including all persons who participate in developing of policies and all persons who provide goods, services and facilities on behalf of the Township.

Training will be provided as soon as practicable and on an ongoing basis in the event of changes to the policies.

## **Public Spaces**

Stirling-Rawdon is committed to providing public spaces such as Parks that integrates the Ontario accessibility laws and provides a space for all to enjoy.

Outdoor play spaces are areas with play equipment or features designed to give children and their caregivers opportunities to play. The following must be considered in the design:

- Incorporate accessibility features into the design such as sensory and active play components
- Ensure there is enough room for children and caregivers with various disabilities to move through, in and around the play spaces, and
- Make sure the ground surface is firm, stable and designed to reduce impact to help prevent injuries.

## **Transportation**

The transportation standard is intended to make it easier for all people to travel in Ontario, including person with disabilities. The Township does not have transit services nor does have license taxi operators.

Exterior paths of travel include outdoor sidewalks and walkways, ramps and curb ramps. Exceptions may apply if meeting a requirement is not practical due to existing site constraints.

Accessible parking requirement apply to off-street and on-street parking spaces. Off-Street parking is a space to park a vehicle temporarily this is not on a public road or street. Exceptions may apply when it is not practical for the township to

include the minimum number of accessible parking spaces due to an existing site constraint.

On-street parking is a space where you can park your vehicle temporarily that is located on a common and public highway, street avenue, parkway, bridge or similar type of road.

### **Documentation and Feedback**

The Township of Stirling-Rawdon shall upon request give a copy of the policy, practice and procedures required under the Accessibility for Ontarians with Disabilities Act and Ontario's accessibility laws.

The Township's feedback process is accessible to persons with disability by providing accessible formats and communications supports, upon request.

The Township will use the Accessible Customer Service Request and Feedback procedure to allow the public to provide feedback on this policy.

### **Public Notice**

Accessibility Policies, formats and communication supports will be considered to have public notice by being posted on our website.