



*Accessibility Report 2006/2007*  
*Accessibility Plan 2008*

**THE CORPORATION  
OF THE  
TOWNSHIP OF UXBRIDGE**

**April 2008**

***Submitted to:  
Mayor and Council  
Township of Uxbridge***

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## **1. EXECUTIVE SUMMARY**

The purpose of the *Ontarians with Disabilities Act, 2001* (ODA) is to achieve improve opportunities for people with disabilities and to provide for their involvement in the identification, removal and prevention of barriers to their full participation in the life of the province.

In 2001, when the ODA was enacted, all municipalities were mandated to prepare annual Accessibility Plans. To this end, the Township of Uxbridge now submits the 2007/2008 Annual Accessibility Report and Plan. The Plan continues to provide for people with disabilities and their full participation in the life of the province through the identification, removal and prevention of barriers within Township facilities and services. As well, the Plan strives to raise awareness throughout the Community.

## **2. OBJECTIVES**

- **To describe the process by which the Township of Uxbridge will identify, remove and prevent barriers to people with disabilities.**
- **To review earlier efforts to remove and prevent barriers to people with disabilities.**
- **To identify the facilities, policies, programs, practices and services that the Township of Uxbridge will review in the coming year to identify barriers to people with disabilities.**
- **To outline the process of how the Township of Uxbridge will make this Accessibility Plan available to the public.**

## **3. DESCRIPTION OF THE TOWNSHIP OF UXBRIDGE**

The Township of Uxbridge is located in Central Ontario and is one of eight lower tier municipalities forming part of the Regional Municipality of Durham. It is formed by the former Township of Uxbridge, the Township of Scott and the Town of Uxbridge which were amalgamated together in 1974. The Township is bordered on the north by the Region of York, the east by the Township of Brock and the Township of Scugog, the west by the Region of York, the south by the Town of Pickering. The Township provides for a wide range of lifestyle opportunities and has become a thriving community that is a popular location for persons who commute to nearby Oshawa/Whitby and Toronto. There is also a great deal of prime agricultural land in this Municipality.

According to the 2006 Census, the Township of Uxbridge has a population of approximately 19,169 persons and is projected to increase to approximately 21,400 by 2011 and 22,200 by 2021. Currently, approximately 55% of the Township population is located within the Uxbridge Urban Area and that concentration is expected to increase to only 56% by 2021.

The Township of Uxbridge is responsible for the delivery of municipal services provided by the following departments:

- Treasury
- Clerk's
- Development Services
- Public Works
- Parks, Recreation and Culture
- Library
- Museum
- Fire

The Township has six Community Halls which are utilized by many service groups and the public at large for weddings and many other private functions etc. There is also a Seniors' Centre in the Township which is municipally owned and offers many activities for seniors.

#### **4. COMMITMENT TO ACCESSIBILITY PLANNING**

*The Ontarians With Disabilities Act, 2001 (ODA)* required Council to:

- Establish an Accessibility Advisory Committee (AAC)
- Adopt an Annual Accessibility Plan based on the recommendations of the AAC
- Ensure implementation of the Plan by staff on an annual basis
- Develop and approve Terms of Reference that clearly outline the duties of the Accessibility Advisory Committee. In addition, the Accessibility Advisory Committee has been appointed and is meeting on a regular basis

The Council for the Township of Uxbridge is committed to:

- The continual improvement of access to municipal facilities, programs and services for those with disabilities.
- The provision of quality services to all members of the community with disabilities.

On an annual basis, the Accessibility Advisory Committee has been authorized to prepare an Accessibility Plan that will enable the Township of Uxbridge to meet these commitments.

## 5. THE ACCESSIBILITY ADVISORY COMMITTEE (2006-2010)

The Township of Uxbridge Accessibility Advisory Committee consists of residents from the Township appointed by Council for the term of Council. Each voting member of the Committee is an independent representative to the Committee and does not represent the concerns of only one disability or group. The members of this Committee shall work together for the purpose of developing a common approach which is reasonable and practical.

Chair: Councillor Bev Northeast

Members: Debbie Bailey  
Hilary Balmer  
Lorrie Houston  
Maggie McCreath  
Vikki Turner  
Marvin Picov (alternate)  
Richard Tutty (alternate)

Township Representative: Diana Stephen, Deputy Clerk

For the Year 2008, the Committee shall be responsible for the following activities:

- Assist in the preparation and implementation of an annual Accessibility Plan in accordance with the requirements of the ODA
- Advise on the implementation and effectiveness of the annual Accessibility Plan to ensure that it addresses the identification, removal and prevention of barriers to persons with disabilities within municipal by-laws, policies and services.
- Review goods and services provided by the Municipality or agents providing goods and services under contract with the Municipality, i.e. Tenders.
- Review accessibility of buildings, structures and premises that are purchased, constructed, significantly renovated or leased by the Municipality.
- Review site plans and drawings prepared for Municipal buildings/structures in accordance with those parameters set forth in Section 41 of the Planning Act including:
  - Parking and loading areas
  - Access ramps, curbing and directional signage
  - Walkways and walkway ramps
  - Lighting facilities
  - Grading and elevation
- Assist in the dissemination of information in various formats to persons with disabilities and the general public regarding issues faced by persons with disabilities and the work undertaken by the Uxbridge Accessibility Advisory Committee.

- Liaise with other Accessibility Advisory Committees within the Region of Durham and its area municipalities as opportunities present themselves.

## 6. DEFINITION OF DISABILITY

The ODA adopts the broad definition for disability that is set out in the Ontario Human Rights Code, **Disability** means:

- Any degree of **physical disability**, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes (mellitus), epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, **blindness or visual impediment**, **deafness or hearing impediment**, **muteness or speech impediment**, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device;
- a condition of **mental impairment** or a **developmental disability**;
- a **learning disability**, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;
- a **mental disorder**; or
- an **injury or disability** for which benefits were claimed or received under the insurance plan established under the Workplace Safety and Insurance Act, 1997

## 7. DEFINITION OF BARRIER

Barrier means anything that prevents a person with a disability from fully participating in all aspects of society because of their disability, including a physical barrier, an architectural barrier, an information or communication barrier, an attitudinal barrier, a technological barrier, a policy or a practice and an environmental barrier.

An example of each of the different kinds of barriers is given below.

BARRIER TYPE	EXAMPLE
Physical	A door knob that cannot be operated by a person with limited upper-body mobility and strength
Architectural	A hallway or doorway that is too narrow for a wheelchair or scooter
Informational	Typefaces that are too small to be read by a person with low vision
Communicational	A service delivery person who does not speak clearly or directly to a deaf customer.
Attitudinal	A receptionist who ignores a customer in a wheelchair
Technological	A paper tray on a laser printer that requires two strong hands to open

Policy/Practice	A practice of announcing important messages over an intercom that people with hearing disabilities cannot hear clearly
Environmental Sensitivity	People wearing perfume or poor indoor air quality

## 8. BARRIER IDENTIFICATION

The Accessibility Advisory Committee utilized the following approach to identifying barriers:

- Researched previously identified barriers
- Brain stormed / solicited staff contributions in all service areas of known and suspected barriers

In the Barrier Identification Process, the Accessibility Advisory Committee focused on the following areas to determine which barriers it will work to remove or prevent each year.

- Physical Facilities
- Service and Program Delivery
- Technologies
- Information and Communication Infrastructures
- Customer Service for People with Disabilities

A current listing of those barriers identified by the Committee and not yet addressed is detailed in Appendix “B”

## 9. PAST INITIATIVES

- In past years the Township of Uxbridge has made a commitment to remove barriers by attempting to make all facilities and services accessible to all persons. This commitment has been shown through such things as the installation of ramps and electric door openers at many of the municipal facilities, curb cuts on Township Sidewalks and installation of handicap parking areas. These actions assist in permitting access to municipal facilities and services by all persons.

For 2005/2006, the Accessibility Advisory Committee identified the following barriers to be addressed:

Barrier	Action Required	Action
Curbs	<ul style="list-style-type: none"> <li>• Remove snow build-up at curbs, particularly in vicinity of handicapped parking spaces</li> <li>• More pro-active enforcement of snow removal by-laws</li> </ul>	Yes

Environmental	<ul style="list-style-type: none"> <li>Implementation of 'scent-free' policy in municipal buildings</li> </ul>	No
Survey of Municipal Facilities	<ul style="list-style-type: none"> <li>Survey to determine accessibility issues</li> </ul>	Yes (see below)
Door Openers	<ul style="list-style-type: none"> <li>Installation of automatic door openers at Music Hall</li> <li>Installation of automatic door openers in washrooms in Seniors' Centre</li> <li>Installation of automatic door openers at Town Hall (Washrooms)</li> </ul>	No
Entrance – Music Hall	<ul style="list-style-type: none"> <li>Expansion of entry platform</li> </ul>	No
Township Web Site	<ul style="list-style-type: none"> <li>construct a web site that is user friendly to all citizens including those with disabilities.</li> </ul>	Partial
Inadequate Hand Rails	<ul style="list-style-type: none"> <li>installation of an additional handrail on the stairs adjacent the disabled parking spot at the corner of Brock Street and Toronto Street (west of the intersection) on the north and south sides of Brock Street.</li> </ul>	No (Will be addressed in Brock Street reconstruction)
Town Hall	<ul style="list-style-type: none"> <li>installation of an elevator or chair lift to permit access to lower and upper floors from the interior of the building</li> </ul>	No

- 2006 Site Audit of municipally-owned buildings**

During 2006, a survey of municipally-owned buildings was conducted in order to assess any barriers that may exist and, with that, identify any solutions to removing those barriers in order to comply with the current legislation under the Ontarians With Disabilities Act.

Highlights of the Survey are given below.

**Section 1 - Parking**

<b>Question #1</b> - Is there one or more parking spaces permanently designated for people with disabilities?	3 Facilities do not have designated handicapped parking (Music Hall, Siloam & Zephyr)  For the Music Hall, there is a disabled parking spot in front of the Drug Store
<b>Question #2</b> - Is there at least one parking space that is van-accessible? ( Van Accessible = 9' wide, adjacent access aisle on Passenger side = 5' wide)	4 Facilities are not van-accessible (Music Hall, Siloam, Zephyr – no designated spots - and UxPool but for Uxpool, the location is such that even though it is not marked, there is room on each side of outside spots to allow van accessibility)
<b>Question #5</b> - . Is the disabled parking space in the closest location to the accessible entrance?	1 Parking space may not be in the closest location possible (see Sandford drawing)
<b>Question #6</b> – . Is there signage at the front of the parking stall that identifies the space as reserved, by displaying the international symbol of accessibility so that it is readily visible to passing traffic even if the space is occupied?	All designated spots were painted blue and had the handicapped symbol painted on the spot.  This question was only marked "Yes" if above-ground signage was in place.  Only 3 facilities have actual handicapped parking signs (Arena, Municipal Office & UxPool)

**Section 2 – Path of Travel from Parking Area**

<p><b>Question #1-</b> Is an accessible route provided from the accessible parking to the accessible entrance to the building?</p>	<p>Taken as an accessible route were the driveway or parking lot, as long as it was clear of obstructions.</p> <p>One path of travel had a minor obstruction (Music Hall – when I went in Sept., the sign “Keep Uxbridge Tidy” had come unhinged on the garbage can and was protruding out an inch and a half)</p>
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**Section 3: Ramps**

<p><b>Question #1-</b> Is there a ramp or lift, or is there an alternative accessible route?</p>	<p>3 Facilities have ramps (Music Hall, Municipal Office &amp; Arena – Arena ramp not used for accessibility).</p>
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**Section 4: Elevators**

<p><b>Question #1.</b> If an elevator is available...?</p>	<p>No facility surveyed has an elevator.</p>
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**Section 5 : Other Building Features**

<p><b>Question #4 –</b> Are all doors equipped with either arch or lever-type handles, push plates or automatic openers that can be used with a closed fist and are all handles no higher than 48 inches?</p>	<ul style="list-style-type: none"> <li>• 4 facilities have automatic door openers (Arena, Seniors, Municipal Office &amp; UxPool) and Music Hall has push-open front door</li> <li>• Although some (Goodwood, Sandford, Zephyr) handles do not qualify as “arch or lever type handles, push plates or automatic openers”, All can be opened with a closed fist (Marked as a YES) <b>with the exception of Siloam.</b></li> </ul>
<p><b>Question #8 -</b> Are there counters between 28 and 34 inches high in each area of service?</p>	<p>5 Facilities had “service” counters that were higher than 34 inches (office counter at Arena, reception counter at UxPool, ticket booth at Music Hall and food-serving counters at Goodwood &amp; Siloam)</p> <p>Note: Municipal Office has lowered counter that meets criteria but the knee space underneath is not adequate (S/B Height – 27”/ Width – 30”/ Depth -19”. Actual: Height – 24”/ Width – 27”/Depth -24”).</p>
<p><b>Question #10 - .</b> Is there carpeting to specific areas? Is the carpeting low-pile, tightly woven and securely attached along the edges?</p>	<p>All carpeting found was ‘area carpets’ (same type as entryway in Township office). “securely attached around edges” was given a ‘yes’ as they all have a rubberized border.</p>

<p><b>Question #11</b> – Are emergency systems provided? If yes, do they include Audible signals or flashing lights</p>	<p>Only checked “Yes” if there was a fire alarm system. Checked “No” if nothing was viewed but indicated fire extinguishers.</p> <ul style="list-style-type: none"> <li>• <b>3 Facilities had no emergency systems</b> (Goodwood, Siloam &amp; Zephyr) but fire extinguishers were viewed at these locations</li> </ul>
<p><b>Question #13</b> – . Is a pay phone or public use phone available?</p> <p>Is the phone ...“Hearing-Aid Compatible” &amp; ... equipped with “Text Telephone”?</p>	<p>All but Siloam, Municipal Office &amp; Zephyr had pay or public phone.</p> <p>None of the phones were equipped with “Hearing-Aid Compatible” and “Text Telephone” features but have never seen either one so cannot say for sure. The phones looked like a standard touch-tone phone with no additional equipment attached or were a standard pay phone.</p>

- **Hosting of “Barrier Free Day” in the Township of Uxbridge**  
The Accessibility Advisory Committee has hosted an annual “Barrier Free Day” in an effort to heighten community awareness of the barriers facing the disabled in the Township. The events included a shopping trip through the urban area using wheelchairs, crutches and blindfolds as well as a trade show in the evening with organizations that assist the disabled members of the community. Members of the Community as well as the local Press have attended.
- **2006 Municipal Elections**  
The Township of Uxbridge once again used the “Vote by Mail’ method, for those voters with a visual impairment, an additional provision was made for an ‘Audio Ballot’ system. The equipment was available at Town Hall but was not used.
- **Initiation of the “Township Accessibility Award Program”**  
This will be an ongoing award program established to recognize those businesses in the Community that meet certain criteria relating to Customer Service, Built Environment and Employment Services.

## 10. INITIATIVES FOR 2008

- The Accessibility Advisory Committee will continue to seek resolution to the barriers previously identified, as follows:

Barrier	Action Required
Environmental	<ul style="list-style-type: none"> <li>• Implementation of ‘scent-free’ policy in municipal buildings</li> </ul>

Door Openers	<ul style="list-style-type: none"> <li>• Installation of automatic door openers at Music Hall</li> <li>• Installation of automatic door openers in washrooms in Seniors' Centre</li> <li>• Installation of automatic door openers at Town Hall (Washroom facilities)</li> </ul>
Entrance – Music Hall	<ul style="list-style-type: none"> <li>• Expansion of entry platform</li> </ul>
Township Web Site	<ul style="list-style-type: none"> <li>• construct a web site that is user friendly to all citizens including those with disabilities.</li> </ul>
Inadequate Hand Rails	<ul style="list-style-type: none"> <li>• installation of an additional handrail on the stairs adjacent the disabled parking spot at the corner of Brock Street and Toronto Street (west of the intersection) on the north and south sides of Brock Street.</li> </ul>
Town Hall	<ul style="list-style-type: none"> <li>• installation of an elevator or chair lift to permit access to lower and upper floors from the interior of the building</li> </ul>

- **Continued hosting of “Barrier Free Day” in the Township of Uxbridge**
- **Continued administration of “Township Accessibility Award Program”**

## 11. REVIEW AND MONITORING PROCESS

The Accessibility Advisory Committee will continue to meet bi-monthly to review the progress of barrier removal and update the Accessibility Plan.

## 12. COMMUNICATION OF THE PLAN

This plan will be available on the website as well as at the Township office and every attempt will be made to make it available to those with disabilities for their perusal and review. Should a copy in Braille be requested, Council will try to accommodate by having staff contact the CNIB to inquire if it could be translated.

## **APPENDIX “A”**

### **TYPES OF DISABILITY AND FUNCTIONAL LIMITATIONS**

#### **1. Physical**

Physical disabilities include minor difficulties moving or coordinating a part of the body, muscle weakness, tremors and, in extreme cases, paralysis in one or more parts of the body. Physical disabilities can be congenital, such as Muscular Dystrophy; or acquired such as tendonitis.

Physical disabilities can affect an individual's ability to:

- Perform manual tasks, such as hold a pen, grip and turn a key, type on a keyboard, click a mouse button or twist a doorknob
- Control the speed of one's movements
- Coordinate one's movements
- Move rapidly
- Experience balance and orientation
- Move one's arms or legs fully, e.g. climb stairs
- Move around independently, e.g. walk any distance, easily get into or out of a car, stand for an extended period of time
- Reach, pull, push or manipulate objects
- Have strength or endurance

#### **2. Sensory**

### ***Hearing***

Hearing loss includes problems distinguishing certain frequencies, sounds or words, ringing in the ears and total (profound) deafness. A person who is deaf, deafened or hard-of-hearing may be unable to use the telephone, understand speech in noisy environments, or pronounce words clearly enough to be understood by strangers.

### ***Speech***

Speech disability is a partial or total loss of the ability to speak. Typical voice disorders include problems with:

- Pronunciation
- Pitch and loudness
- Hoarseness or breathiness
- Stuttering or slurring

### ***Vision***

Vision disabilities range from slightly reduced visual acuity to total blindness.

A person with reduced visual acuity may have trouble reading street signs, recognizing faces or judging distances. They might find it difficult to manoeuvre, especially in unfamiliar places. He or she may have a very narrow field of vision, be unable to differentiate colours, have difficulties navigating or seeing at night or require bright lights to read. Most people who are legally blind have some vision.

### ***Deaf-blind***

Deaf-blindness is a combination of hearing and vision loss. It results in significant difficulties accessing information and performing activities of daily living. Deaf-blind disabilities interfere with communication, learning, orientation and mobility.

### ***Smell***

Smell disability is the inability to sense, or a hypersensitivity to, odours and smells. A person with a smelling disability may be unable to identify dangerous gasses, smoke, fumes and spoiled food.

### ***Taste***

Taste disability limits the ability to experience the four primary taste sensations: sweetness, bitterness, saltiness and sourness. A person with a taste disability may be unable to identify ingredients in food, spoiled food or noxious substances.

### ***Touch***

Touch disability alters the ability to sense surfaces and their texture or quality, including temperature, vibration and pressure. Touching sensations may be heightened, limited or absent (numbness), or may

cause pain or burning. A person with a touch disability may be unable to detect (or be insensitive to ) heat, cold or changing temperatures. Alternatively, a person with a touch disability may be hypersensitive to sounds, physical vibrations, or heated surfaces or air.

### 3. **Cognitive**

#### ***Intellectual***

An intellectual disability affects an individual's ability to think and reason. The disability may be caused by genetic factors (e.g. Down's Syndrome), exposure to environmental toxins (as in Fetal Alcohol Syndrome), brain trauma and psychiatric conditions.

A person with an intellectual disability may have difficulty with:

- Language: understanding and using spoken or written information
- Concepts: understanding cause and effect
- Perception: taking in and responding to sensory information
- Memory: retrieving and recognizing information from short or long-term memory
- Recognizing problems, problem solving and reasoning

#### ***Mental Health***

There are three main kinds of mental health disabilities:

- Anxiety: a state of heightened nervousness or fear related to stress
- Mood: sadness or depression
- Behavioral: being disorganized; making false statements or inappropriate comments; telling distorted or exaggerated stories

People with mental health disabilities may seem edgy or irritated; act aggressively; exhibit blunt behavior; be perceived as being pushy or abrupt; start laughing or get angry for no apparent reason.

#### ***Learning***

Learning disabilities are disorders that affect verbal and non-verbal information acquisition, retention, understanding, processing, organization and use. People with learning disabilities typically have average or above-average intelligence but take in information, retain it and express knowledge in different ways. Learning disabilities affect reading comprehension and speed; spelling; the mechanics of writing; manual dexterity, mathematical computation; problem solving; processing speed; the ability to organize space and manage time; and orientation and wayfinding.

### 4. **Other**

Disabilities result from other conditions, accidents, illnesses and diseases, including ALS (Lou Gehrig disease), asthma, diabetes, cancer, HIV/AIDS, environmental sensitivities, seizure disorders, heart disease, stroke and joint replacement.

## APPENDIX “B”

### BARRIERS IDENTIFIED BY THE ACCESSIBILITY ADVISORY COMMITTEE

The identified barriers are listed below. Over the next several years, Council will have to decide which barriers should be addressed each year keeping in mind budget restraints and feasibility.

BARRIER	TYPE OF BARRIER	STRATEGY FOR REMOVAL OR PREVENTION
<b>Public Works</b>		
No audible signals at busy intersections in Uxbridge – specifically at the two intersections on Brock Street and at the Intersection at Campbell Drive (at the Testa Buildings)	Vision	Install audible signals at the named intersections for the visually impaired. ** Future Consideration**
Crosswalks too far apart on Brock Street	Physical	Install additional Crosswalk areas to the east and to the west of the Brock Street/Toronto Street Intersection

No surface changes at intersections/corners to warn of upcoming intersection/corner	Vision	Install a different texture or surface on sidewalks as a warning of an upcoming intersection/corner
Hand Railing in front of “Old IGA Building”	Physical	Installation of an additional hand railing at the stairs adjacent the Disabled parking spot at the corner of Brock Street and Toronto Street South.
<b>Parks, Recreation &amp; Culture</b>		
Use of chemical herbicides and pesticides in the Township for non-farm uses on private property	Policy/Practice Physical	Pass By-law to prohibit the use of Pesticides and Herbicides for non-farm use on private property
Playgrounds not wheelchair accessible	Physical	Replacement of Playground Equipment to permit access to Equipment
Siloam Community Hall not Wheelchair Accessible	Architectural/ Physical	Installation of Ramps to permit access to the Siloam Hall
Uxbridge Music Hall difficult to access due to the swing and weight of the door and the size of the platform at the Main Entrance.	Architectural/ Physical	Installation of Electric Door Opener and consider increasing the size of the platform at the Main Entrance to the Music Hall for easier mobility.
Seniors Centre Washrooms	Architectural/ Physical	Installation of an automatic door opener on washrooms.
Lack of additional warning devices in case of emergency	Physical	Install additional warning systems along with alarm system ie. flashing light.
<b>Administration Building</b>		
No automatic door openers for exterior door for the handicapped washrooms - public and staff	Physical	Install automatic door openers in handicapped washrooms – public and staff
No elevator or chair lift to access the lower floor from the interior of the building	Architectural/ Physical	Installation of an elevator or chair lift to permit access to lower and upper floors from the interior of the building
Lack of additional warning devices in case of emergency	Physical	Install visual warning systems along with audio alarm system ie. flashing light.
<b>Corporate Services</b>		
No provision of ITTY services for the hearing impaired	Informational/ Communicational/ Policy/Sensory	Look into the possibility of providing this service
Website not user friendly for the visually impaired	Sensory	Construct a web site that is user friendly to all citizens including those with disabilities

Enforcement of snow clearing of Township Sidewalks by local merchants and homeowners	Policy/Practice	More proactive and consistent approach to enforcement of snow clearing from Township sidewalks by local merchants and home owners
“Scent Free” in all Municipally owned and operated building and facilities	Policy	Institute a policy to encourage employees to be “Scent Free” to promote a healthy environment for those with Environmental sensitivity.

## **APPENDIX “C”**

### **PRINCIPLES FOR AN EFFECTIVE ONTARIANS WITH DISABILITIES ACT**

*Adopted by Unanimous Resolution by the Ontario Legislature,  
October 29<sup>th</sup>, 1998.*

1. The purpose of the Ontarians with Disabilities Act should be to effectively ensure to persons with disabilities in Ontario the equal opportunity to fully and meaningfully participate in all aspects of life in Ontario based on their individual merit, by removing existing barriers confronting them and by preventing the creation of new barriers. It should seek to achieve a barrier-free Ontario for persons with disabilities within as short a time as is reasonably possible, with implementation to begin immediately upon proclamation;

2. The Ontarians with Disabilities Act's requirements should supersede all other legislation, regulations or policies which either conflict with it, or which provide lesser protections and entitlements to persons with disabilities;

3. The Ontarians with Disabilities Act should require government entities, public premises, companies and organizations to be made fully accessible to all persons with disabilities through the removal of existing barriers and the prevention of the creation of new barriers, within strict time frames to be prescribed in the legislation or regulations;

4. The Ontarians with Disabilities Act should require the providers of goods, services and facilities to the public to ensure that their goods, services and facilities are fully usable by persons with disabilities, and that they are designed to reasonably accommodate the needs of persons with disabilities. Included among services, goods and facilities, among other things, are all aspects of education including primary, secondary and post-secondary education, as well as providers of transportation and communication facilities (to the extent that Ontario can regulate these) and public sector providers of information to the public e.g. governments. Providers of these goods, services and facilities should be required to devise and implement detailed plans to remove existing barriers within legislated timetables;

5. The Ontarians with Disabilities Act should require public and private sector employers to take proactive steps to achieve barrier-free workplaces within prescribed time limits. Among other things, employers should be required to identify existing barriers which impede persons with disabilities, and then to devise and implement plans for the removal of these barriers, and for the prevention of new barriers in the workplace;

6. The Ontarians with Disabilities Act should provide for a prompt and effective process for enforcement. It should not simply incorporate the existing procedures for filing discrimination complaints with the Ontario Human Rights Commission, as these are too slow and cumbersome, and yield inadequate remedies;

7. As part of its enforcement process, the Ontarians with Disabilities Act should provide for a process of regulation-making to define with clarity the steps required for compliance with the Ontarians with Disabilities Act. It should be open for such regulations to be made on an industry-by-industry basis, or sector-by-sector basis. This should include a requirement that input be obtained from affected groups such as persons with disabilities before such regulations are enacted. It should also provide persons with disabilities with the opportunity to apply to have regulations made in specific sectors of the economy;

8. The Ontarians with Disabilities Act should also mandate the Government of Ontario to provide education and other information resources to companies, individuals and groups who seek to comply with the requirements of the Ontarians with Disabilities Act;

9. The Ontarians with Disabilities Act should also require the Government of Ontario to take affirmative steps to promote the development and distribution in Ontario of new adaptive technologies and services for persons with disabilities;

10. The Ontarians with Disabilities Act should require the provincial and municipal governments to make it a strict condition of funding any program, or of purchasing any services, goods or facilities, that they be designed to be fully accessible to and usable by persons with disabilities. Any grant or contract which does not so provide is void and unenforceable by the grant-recipient or contractor with the government in question;

11. The Ontarians with Disabilities Act must be more than mere window dressing. It should contribute meaningfully to the improvement of the position of persons with disabilities in Ontario. It must have real force and effect.