



2021 ACCESSIBILITY STATUS REPORT

The 2021 Accessibility Status Report is the annual update on the Town's progress and measures taken to improve accessibility and implement the Accessibility for Ontarians with Disabilities Act (AODA) and the Integrated Accessibility Standards Regulation (IASR) (Ontario Regulation 191/11).

The Town of Laurentian Hills is committed to creating an accessible organization by removing barriers and accommodating people with disabilities including employees. The Town is committed to making the Town workplaces accessible and welcoming environments where both employees and the public are accommodated, in a timely manner, to meet their needs

2020 and 2021 have been unusual years for everyone. Due to COVID-19 employees were rotated in and out of the office on different shifts and where possible were working from home. Communication has been key to maintaining connections during the pandemic, to facilitate these changes the Town purchased and upgraded our technology including assistive technologies, when requested to support employees.

Technology was upgraded to provide Council the ability to continue to fulfill their roles and to meet the public obligation for meetings. Technology upgrades included public access to meetings via livestream on the Town's YouTube channel. For safety Volunteers were not part of the Town's 2021 activities during the uncertainty of the pandemic. Volunteers have been returning in smaller numbers to support Town programs and committee activities since April, 2022.

Throughout 2021 the Town was prepared to provide communication supports and documents in accessible formats to the public and to accommodate persons who require assistive devices and service animals to persons using our services. As outlined within the Accessibility for Ontarians with Disabilities Act, the Information and Communications Standards section all internet, websites, and web content must comply with the Web Content Accessibility Guidelines (WCAG) 2.0, Level AA. The municipal website is AODA compliant.

The Town will continue to offer and provide accommodations to persons with disabilities in the employment recruitment process. The Town's employment advertisements were reviewed and updated to contain notification to the public that accommodations will be provided upon request.

The Town continues to meet the needs of employees who require assistive technologies and or / modified workstations. Two such modifications have been requested by staff and completed.

The Town will continue to meet the Accessibility Standards for the Design of Public Spaces (Ontario Regulation 191/11), as applicable, when building new or making major modifications to public spaces.

Public Spaces include: Recreational Trail, Beach Access Routes, Outdoor Public Eating Areas, Outdoor Play Spaces; (playgrounds), outdoor paths of travel; (sidewalks, ramps, stairs, curb ramps, rest areas and accessible pedestrian signals), and accessible off-street parking.

Accessibilities for public spaces deals with trails, beaches, parking, service counters, fixed waiting lines, waiting areas with fixed seating, outdoor eating areas, outdoor play spaces, outdoor paths, maintaining areas, and accessibility in buildings.

The Town intends to install two new playground structures in 2022 and will ensure they are compliant with the AODA.