



---

**To:** Council  
**From:** Loriann Harbers, Director of Corporate Services/Clerk  
**Date of Meeting:** December 13, 2023  
**Subject:** Update to Multi-Year Accessibility Plan for the Township of South Stormont

---

**Recommendation:**

That Council adopt the 2023 update to the Multi-Year Accessibility Plan for the Township of South Stormont.

---

**Executive Summary:**

The *Accessibility for Ontarians with Disabilities Act* (AODA) mandates that each municipality prepare an Accessibility Plan to outline the organization’s strategy to prevent and remove barriers. This report recommends that Council adopt the attached Multi-Year Accessibility Plan which incorporates the plan updates made in 2023.

---

**Background:**

The purpose of the *Accessibility for Ontarians with Disabilities Act* (AODA) is to improve opportunities for people with disabilities and to provide for their involvement in the identification, removal and prevention of barriers so that people living with disabilities will have more opportunities to participate in everyday life. The AODA mandates that each municipality prepare an Accessibility Plan to outline the organization’s strategy to prevent and remove barriers. Under the legislation, an annual report on the progress of measures taken to implement the multi-year plan is required. In addition, the municipality is required report compliance with the Province every two years as a public sector organization. 2023 is a reporting year.

An Accessibility Plan was first adopted by Council in 2003 and numerous updates have been made since that time. The current plan was originally adopted by Council in 2019 for the period of 2019-2024. The attached Multi-Year Accessibility Plan incorporates updates made to the plan in 2023.

The AODA also provides that each municipality shall have an Accessibility Committee to review and comment on the plan. This review is mandatory every second year. The SDG Accessibility Committee, made up of a representative from each local municipality, reviewed the 2023 update to the South Stormont Multi-Year Accessibility Plan on November 28, 2023 and recommend that the updated plan be forwarded to South Stormont’s Council for adoption.

Initiatives found in Appendix "A" of Plan are either requirements outlined within the given standard or an initiative that can further promote accessibility within South Stormont.

Appendix "B" summarizes the results of staff audits of municipal facilities based on existing AODA and Building Code requirements, undertaken to date. The items identified outline measures in which the Township can go above and beyond the basic requirements to ensure that the Township is at the forefront of accessibility initiatives.

Achievements incorporated into the 2023 update include:

- Completion of AODA and Human Rights Code training for all staff in 2023
- Adoption of a new Employment Accessibility Policy to provide clear direction on providing employment related accommodations, including individualized emergency response information
- Completion of a full review of the Township's website to ensure that it meets accessibility standards and can be utilized by a person using assistive technology (i.e. screen reader)
- Remediation of select website documents (PDFs) to ensure that digital content can be read using assistive technology
- Replacement and upgrade to exterior walkways at the Township office and OPP Building
- Installation of new play structures in eight (8) parks throughout the municipality since 2022
- Construction of four (4) park pavilions 40' x 20' placed on concrete slabs built throughout the municipality
- Construction of new multi-use recreational trails in Long Sault (approximately 3000 metres total)
- Construction of new barrier-free ramp to the building located at Lloyd Hawn Park (Newington)

Highlights of future activities incorporated into the 2023 update include:

- Completion of the recommendations received from the website accessibility audit and replacement of remediated PDF documents on the website
- Design and construction of an accessible concrete walkway at the Lost Villages Museum
- Construction of new accessible ramps and porches for several building at the Lost Villages Museum

As the current Plan is for the period of 2019-2024, a new plan will be prepared in 2024. Any outstanding and new issues will be incorporated into the new plan and items brought forward prior to the annual budget review.

---

**Alignment with Strategic Action Plan:**

Goal 2: Welcoming and Vibrant Community

Objective 2.5: Embracing community diversity, equity, and inclusion

---

**Risk and Asset Management Considerations:**

The AODA mandates that each municipality prepare an Accessibility Plan to outline the organization's strategy to prevent and remove barriers.

---

**Options:**

1. That Council adopt the updated Multi-Year Accessibility Plan for the Township of South Stormont.
  2. That Council not adopt the updated Multi-Year Accessibility Plan for the Township of South Stormont.
  3. Other.
- 

**Others Consulted:**

Directors

Chief Building Official

Facilities Coordinator

SDG Accessibility Advisory Committee

*Prepared by:*

*Ashley Sloan, Deputy Clerk*