


South Glengarry				POLICY	
Policy Number:	04-18	Review Frequency:	4 Years		
Approved By:	Council of the Township of South Glengarry	Date Approved:	September 4, 2018		
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Subject:	Statement of Commitment to Accessibility Policy				

Statement of Commitment

The Township of South Glengarry is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in a way that allows them to maintain their dignity and independence. We believe in integration and we are committed to meeting the needs of people with disabilities in a timely manner. We will do so by removing and preventing barriers to accessibility and meeting our accessibility requirements under the Accessibility for Ontarians with Disabilities Act and Ontario’s accessibility laws.

Training

The Township of South Glengarry is committed to training staff and volunteers in Ontario’s accessibility laws and aspects of the Ontario Human Rights Code that relate to persons with disabilities.

We will train our employees and volunteers on accessibility as it relates to their specific roles.

Employees are required to complete accessibility training during onboarding / as soon as practicable upon commencing employment and on an annual basis thereafter.

Accessibility training will be administered via HRdownloads and compliance with training requirements will be monitored by the Township’s HR Advisor.

Learning outcomes of the online training module include:

- General review of the legislative requirements under the Accessibility for Ontarians with Disabilities Act.
- Main topics of AODA customer service legislation.
- How to interact and communicate with individuals with various disabilities.
- Ways to increase awareness and improve access to goods and services for those with disabilities.

Procurement

The Township of South Glengarry will incorporate accessibility criteria and features when procuring or acquiring goods, services or facilities. If it is not possible and practical to do so, we will provide an explanation upon request.

Information and communications

The Township of South Glengarry will communicate with people with disabilities in ways that take into account their disability. When asked, we will provide information about our organization and its services, including public safety information, in accessible formats or with communication supports.

Employment

The Township of South Glengarry will notify employees, potential hires and the public that accommodations can be made during recruitment and hiring.

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.

Changes to existing policies

The Township of South Glengarry will modify or remove an existing policy that does not respect and promote the dignity and independence of people with disabilities.

Public Spaces

We will meet accessibility laws when building or making changes to public spaces, including consulting with the public, people with disabilities and the municipal accessibility advisory committee.

Our public spaces include:

- Recreational trails/beach access routes
- Outdoor public eating areas like rest stops or picnic areas
- Outdoor play spaces, like playgrounds in provincial parks and local communities
- Accessible off-street parking
- Accessible on-street parking
- Service-related elements like service counters, fixed queueing lines and waiting areas.

We put procedures in place to prevent service disruptions to the accessible parts of our public spaces.