

THE CORPORATION OF THE TOWNSHIP OF MADAWASKA VALLEY

**BY-LAW NUMBER 2018-41**

Being a By-law to establish an Accessibility Policy

**WHEREAS** by virtue of Section 10 (2) of The Municipal Act, 2001, S.O. 2001, c.25, as amended, a municipal council may pass by-laws relating to services and things that the municipality is authorized to provide under subsection (6).

**AND WHEREAS** the Council of The Township of Madawaska Valley deemed it advisable to establish an Accessibility Policy for The Corporation of the Township of Madawaska Valley.

**NOW THEREFORE** the Council of the Corporation of the Township of Madawaska Valley enacts as follows:

1. **THAT** the Council hereby establishes an Accessibility Policy for The Corporation of the Township of Madawaska Valley, as outlined in **Schedule "A"** attached hereto.
2. **THAT** this By-Law shall take effect upon the date of enactment.

**READ A FIRST AND SECOND TIME THIS 3<sup>rd</sup> DAY OF April, 2018.**

**READ A THIRD TIME AND FINALLY PASSED THIS 3<sup>rd</sup> day of April, 2018.**



  
MAYOR – Kim Love

  
Acting CLERK – Gwen Dombroski

# The Township of Madawaska Valley

## Accessibility Policy

### **Statement of organizational commitment**

The Township of Madawaska Valley 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**

We are 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.

### **Procurement**

We will incorporate accessibility criteria and features when procuring or acquiring goods, services or facilities, including self-serve kiosks. If it is not possible and practical to do so, we will provide an explanation upon request

### **Self-service kiosks**

We will incorporate accessibility features/consider accessibility for people with disabilities when designing, procuring or acquiring self-service kiosks.

### **Information and communications**

We 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.

We will also meet internationally-recognized Web Content Accessibility Guidelines (WCAG) 2.0 Level AA website requirements in accordance with Ontario's accessibility laws.

### **Employment**

We 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.

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Our performance management, career development and redeployment processes will take into account the accessibility needs of all employees.

**Changes to existing policies**

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

**Design of Public Spaces**

The Township of Madawaska Valley is committed to designing public spaces that are free from barriers and accessible to all persons we serve. The Township will comply with the Design of Public Spaces Standards with respect to public spaces that are newly constructed or redeveloped, including:

- Recreational trails and beach access routes;
  - Outdoor public use eating areas;
  - Outdoor play spaces;
  - Exterior paths of travel;
  - Accessible parking; and
  - Obtaining services
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