

THE CORPORATION OF THE TOWNSHIP OF EAR FALLS

BY-LAW NO. 2508-23

**A By-Law to Amend the Accessibility
Policy for the Township of Ear Falls**

WHEREAS By-Law No. 1876-14, dated June 18th, 2014, established and adopted an Accessibility Policy for the Township of Ear Falls; and

WHEREAS By-Law No. 2249-19, dated September 17th, 2019, updated the Accessibility Policy for the Township of Ear Falls; and

WHEREAS Council deems it be in the best interest of the Township of Ear Falls and to remain in compliance with the Accessibility for Ontarians with Disabilities Act;

NOW THEREFORE, the Council of the Corporation of the Township of Ear Falls **HEREBY ENACTS AS FOLLOWS**:

1. **THAT** the purpose of this By-Law is to amend the Accessibility Policy for the Township of Ear Falls as per Schedule "A" attached hereto and forming part of this By-Law.
2. **THAT** By-Law No. 2507-23, dated September 17th, 2019 is hereby repealed.
3. **THAT** this By-Law shall come into force and take effect upon the final passing hereof.

PASSED this this 2nd day of August, 2023.



Mayor



Clerk

ACCESSIBILITY POLICY

I. GENERAL

The Township of Ear Falls is committed to improving accessibility within municipal operations and facilities. We will work towards increasing the accessibility of our operations and facilities as required by the Accessibility for Ontarians with Disabilities Act.

II. EMPLOYEE / VOLUNTEER / CONTRACTOR TRAINING

The Township of Ear Falls is committed to training staff on Ontario's accessibility laws and on accessibility aspects of the Human Rights Code that apply to persons with disabilities. Training will be provided in a way that best suits the duties of employees, volunteers and persons who provide goods, services or facilities on behalf of the municipality in accordance with the Accessibility Policy – Customer Service Policy. Refresher Training will be when there are updates to the Accessibility Plan, Accessibility Policy or Accessibility Policy – Customer Service Policy.

III. INFORMATION AND COMMUNICATIONS

The Township of Ear Falls is committed to meeting the communication needs of people with disabilities. When asked, we will provide information and communications materials in accessible formats or with communication supports. This includes publicly available information about our goods, services and facilities, as well as publicly available emergency information.

The Township of Ear Falls will consult with people with disabilities to determine their information and communication needs.

IV. EMPLOYMENT

The Township of Ear Falls will notify the public and staff that, when requested, we will accommodate disabilities during recruitment and assessment processes and when people are hired. If requested, we will provide customized workplace emergency information to employees who have a disability. If using performance management, career development and redeployment processes, we will take into account the accessibility needs of employees with disabilities.



V. DESIGN OF PUBLIC SPACES

The Township of Ear Falls will meet the Accessibility Standards for the Design of Public Spaces, which may be amended from time to time, when building or making major modifications to public spaces. Public spaces include:

- Recreational trails
- Outdoor public eating areas like rest stops or picnic areas
- Outdoor play spaces
- Outdoor paths of travel, like sidewalks, ramps, stairs, curb ramps, rest areas and accessible pedestrian signals
- Accessible off street parking
- Service-related elements like service counters, fixed queuing lines and waiting areas

VI. OTHER POLICIES

The Township of Ear Falls will review and modify other municipal policies, as they arise, in light of respecting and promoting the dignity and independence of people with disabilities.