



BY-LAW NO. 2024-18

DATE: April 17, 2024


MOVED BY: Councillor Hamer

SECONDED BY: Councillor Ryman

THAT By-law No. 2024-18

A By-law to adopt the Corporation of the Municipality of McDougall Multi-Year Accessibility Plan 2023-2027

be introduced and read a **FIRST** and **SECOND** time.


Carried 
Signature

Defeated _____
Signature

MOVED BY: Councillor Ryman

SECONDED BY: Councillor Hamer

THAT By-law No. 2024-18 be read a **THIRD** time, **PASSED, SIGNED** and **SEALED** this 17th day of April, 2024.

Carried 
Signature

Defeated _____
Signature

<u>DIVISION LIST</u>	<u>FOR</u>	<u>AGAINST</u>
First and Second Reading		
Councillor Blower	_____	_____
Councillor Constable	_____	_____
Councillor Hamer	_____	_____
Councillor Ryman	_____	_____
Mayor Robinson	_____	_____
Third Reading		
Councillor Blower	_____	_____
Councillor Constable	_____	_____
Councillor Hamer	_____	_____
Councillor Ryman	_____	_____
Mayor Robinson	_____	_____

**THE CORPORATION OF THE
MUNICIPALITY OF MCDOUGALL
BY-LAW NO. 2024-18**

A By-law to adopt the Corporation of the
Municipality of McDougall Multi-Year Accessibility
Plan 2023-2027

WHEREAS The *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) is intended to reduce and remove barriers for people with disabilities so that Ontario can become more accessible and inclusive for everyone;


WHEREAS Collaboration among businesses, organizations, communities and all levels of government is key to reaching this goal;

WHEREAS this plan outlines how the Municipality will continue to improve accessibility to municipal services and facilities and will serve as a guiding document for the Municipality; and


**THEREFORE THE COUNCIL OF THE CORPORATION OF THE
MUNICIPALITY OF MCDOUGALL ENACTS AS FOLLOWS:**

1. That the Council of the Corporation of the Municipality of McDougall hereby adopts the Multi-Year Accessibility Plan 2023-2027 as described in Scheduled "A" hereto and forming part of this By-law.
2. That this by-law shall come into force and effect on the final passage thereof.

READ a **FIRST** and **SECOND** time, this 17th day of April, 2024.




Mayor



Clerk

READ a **THIRD** time, **PASSED, SIGNED** and **SEALED** this this 17th day of April, 2024.



Mayor



Clerk

The Municipality of McDougall

Multi-Year Accessibility Plan 2023 – 2027

Making our Community Accessible for All



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1. Introduction

The purpose of the Ontarians with Disabilities Act, 2001 is to improve opportunities for persons with disabilities and to provide for their involvement in the identification, removal and prevention of barriers to their full participation in the life of the province.

The [*Accessibility for Ontarians with Disabilities Act, 2005*](#) (AODA) is intended to reduce and remove barriers for people with disabilities so that Ontario can become more accessible and inclusive for everyone. Collaboration among businesses, organizations, communities and all levels of government is key to reaching this goal.

The Municipality of McDougall's 2023 – 2027 Multi-Year Accessibility Plan outlines how the Municipality will continue to improve accessibility to municipal services and facilities. The plan aligns with the Municipality's Strategic Plan for 2022-2026 and will be reviewed and updated at least once every 5 years.

2. Message from the CAO

The Municipality of McDougall strives to meet the needs of its residents, employees, visitors and all persons it serves and is working hard to remove and prevent barriers to accessibility.

The Municipality is committed to fulfilling our requirements under the *Accessibility for Ontarians with Disabilities Act, 2005*. This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities.

Our plan shows how we will play our role in making Ontario an accessible province for all Ontarians.

3. Past Achievements to Remove and Prevent Barriers

Below are some of the changes put in place within the Municipality of McDougall to identify, prevent and remove barriers for persons with disabilities.

3.1 Customer Service

All current Municipal employees, including summer students and contractors have undergone training on the Integrated Accessibility Standards Regulation (IASR) and relevant portions of the Ontario Human Rights Code. This is mandated training that must be completed by new employees starting at the Municipality.

3.2 Information and Communications

There are ongoing efforts by Municipal staff to ensure that the Municipality's website is accessible for persons with disabilities.

3.3 Employment

The Municipality includes notification with its employment opportunities advising potential applicants that accessibility accommodations are available throughout the recruitment process.

3.4 Design of Public Spaces

The Chief Building Official ensures compliance with the Design of Public Spaces Standard and also all accessibility requirements of the Building Code Act.

Accessible tables have been added at the McDougall Rec Centre.

The Municipal Office has automatic doors; an accessible customer service counter and an accessible washroom.

Recent renovation of the community hall portion of the Nobel Hall to ensure the washrooms and kitchen are accessible. Automatic doors were added at this facility in 2023.

4. Moving Forward and Planning for the Future

The Municipality of McDougall continues to be proactive in identifying, removing and preventing barriers to ensure that everyone can participate fully in a diverse and growing community.

By addressing barriers, people with disabilities will be able to maintain their dignity and live more independently in a community that supports them. The Municipality of McDougall Multi-year Accessibility Plan 2023-2027 aims to create a more inclusive community that people with all abilities can participate in.

4.1 General Requirement Goals

Monitor and update accessibility policies, as necessary.

Monitor and update the Municipality of McDougall's accessibility plan, as required.

Incorporate accessible design, criteria and features when procuring or acquiring goods, services and facilities, unless it is not practical to do so.

Train new employees on the requirements of the Integrated Accessibility Standards Regulation and Human Rights Code as it relates to people with disabilities.

File an accessibility compliance report every two years.

4.2 Customer Service Standard Goals

Develop and implement a training cycle to ensure staff remain up-to-date on accessibility legislation, corporate policies and best practices for interacting with people with disabilities.

Regularly review policies, procedures and practices to ensure accessibility is incorporated and maintained.

4.3 Information and Communication Goals

The Municipality will continue its work to ensure that McDougall's website and web content meet Web Content Accessibility Guidelines (WCAG) Level AA.

Continue to support and educate staff on creating accessible documents.

Continued updating of existing templates to accessible formats.

4.4 Employment Standard Goals

Update orientation materials to inform new employees of policies and procedures to support employees with disabilities during on-boarding and orientation.

Develop and implement a plan to ensure employees with disabilities are aware of the availability of accommodations and individual emergency response plans.

4.5 Design of Public Spaces Goals

Continue to maintain accessible elements in public spaces through monitoring and regularly planned preventative maintenance of accessible elements.

Replacement of the accessibility ramp at the Waubamik Community Centre and replacement of the existing entrance door with an automatic door.

Ongoing replacement of picnic tables at Municipal facilities with accessible picnic tables.

Incorporate technical requirements in new construction or redevelopment plans, as prescribed.

5. Conclusion

The Municipality of McDougall Multi-year Accessibility Plan 2023-2027 was developed with the goal of moving the Municipality towards eliminating barriers. The municipality wants persons of all abilities to be able to actively participate in their community and feel like they belong.

Ensuring an accessible McDougall is, and will continue to be, a team effort. Council, employees, and volunteers acting on behalf of the Municipality are responsible for adhering to the parameters of this Multi-year Accessibility Plan and for ensuring that the needs of people with disabilities are addressed when accessing the Municipality's goods, services, programs and facilities.

6. Accessibility Plan Feedback

The Municipality of McDougall is committed to providing accessible customer service to all of our citizens and visitors. We welcome your comments and feedback regarding the Multi-year Accessibility Plan. Assistance may be provided in an alternate format or necessary communications support.

By mail or in person: Accessibility Coordinator
5 Barager Blvd,
McDougall, ON P2A 2W9

By phone: (705) 342-5252

By fax: (705) 342-5573

By email: info@mcdougall.ca