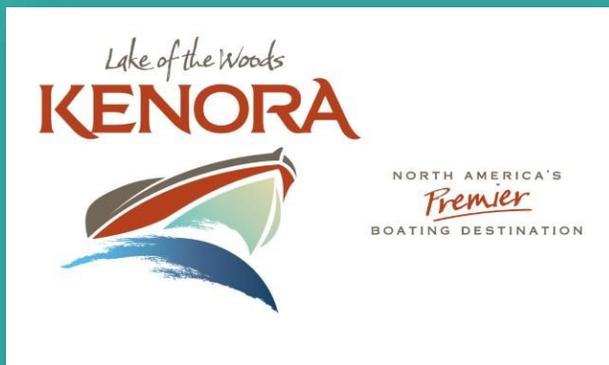


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# City of Kenora's Multi-Year Accessibility Plan 2019 - 2022



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# City of Kenora's Commitment to Accessibility

The City of Kenora is committed to treating all people in a way that allows them to maintain their dignity and independence. We believe in inclusion and equal opportunity. We are committed to meeting the needs of people with disabilities in a timely manner, and will do so by preventing and removing barriers to accessibility and meeting accessibility requirements under the Accessibility for Ontarians with Disabilities Act.

## Consultation

Consultation on the plan was conducted with City of Kenora staff and committees including:

- Accessibility Advisory Committee
- Senior Leadership Team
- Development Services
- Administration and Finance
- Community Services
- Operations and Infrastructure

## Implementation Strategy

The City of Kenora supports the spirit and goals of the AODA to make the Province of Ontario accessible by 2025. The City is striving to become more accessible and inclusive to people with disabilities by ensuring accessibility is a reality throughout all facilities and public services. Ensuring accessibility is integrated into all City initiatives, services, boards and departments. City Council, Senior Leadership Team and Accessibility Advisory Committee are all committed to fulfilling the requirements.

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# Structure and Governance

The responsibility for the implementation of the AODA and the various clauses within the Integrated Accessibility Standards Regulation is a shared responsibility among departments. The Special Projects and Research Officer is responsible for ensuring compliance at the corporate level and is the focal point for legislative analysis and subject matter expertise. Departments retain the accountability for ensuring that their respective clauses are executed according to legislative requirements pertaining to the service delivery.

## Senior Leadership Team

The Senior Leadership Team has supported the creation of accessible goods, services and facilities to improve inclusion to benefit all residents, visitors and employees. The Senior Leadership Team has reviewed and provided comments on the Multi-Year Accessibility Plan throughout its development.

## City of Kenora Council

City Council has committed to eliminating barriers and improving accessibility for persons with disabilities in a manner that respects dignity, independence, integration and equal opportunity. City Council allocates funds each year to the Accessibility Reserve for accessibility upgrades to Kenora's public spaces and approves updates to policies guiding the delivery of services and goods in an accessible manner.

## Accessibility Advisory Committee

The Accessibility Advisory Committee (AAC) is a key resource and contributor to accessibility planning issues in all departments at the City of Kenora. The AAC is a legislatively mandated committee of community volunteers. Presently, the AAC is comprised of nine members as well as a Council representative, Staff Resource, and Secretary.

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As the Staff Resource, the City's Special Projects and Research Officer may be called upon as required from time to time to address specific situations. This person will assist in all matters relating the administration of the activities of the Committee.

The Deputy Clerk shall act as Secretary for the Committee and duly record and administer the agenda's and minutes for the committee. An agenda will be developed through the Chair and Deputy Clerk for circulation prior to the meeting.

## Legislative Background

### **Ontarians with Disabilities Act, 2001 (ODA)**

The Ontarians with Disabilities Act (ODA), was enacted in 2001. The Act requires municipalities to develop an annual accessibility plan aimed at identifying, removing and preventing barriers to accessibility.

### **Accessibility for Ontarians with Disabilities Act, 2005 (AODA)**

The Accessibility for Ontarians with Disabilities Act (AODA) was enacted in 2005. The purpose of the Act is to develop, implement and enforce accessibility standards in order to remove barriers for Ontarians with disabilities in relation to goods, services, facilities, accommodations, employment, structures and premises.

### **Integrated Accessibility Standards Regulation (O. Reg. 191/11):**

The IASR establishes accessibility standards and introduces requirements for:

- General Requirements
- Information and Communications Standard
- Employment Standard
- Transportation Standard
- Design of Public Spaces Standard

### **Ontario Building Code**

The Ontario Building Code outlines accessibility / barrier-free design requirements in newly constructed buildings and existing buildings that are to be extensively renovated. The Ontario Ministry of Municipal Affairs outlines a New Edition of the Building Code proposed in-effect date of January 2019 with proposals to include accessibility updates.

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## **Ontario Human Rights Code**

The Ontario Human Rights Code is an individual, complaints-based legislation that addresses discrimination. The Ontario Human Rights Code requires organizations to accommodate people with disabilities to the point of undue hardship.

# **Progress on the AODA/IASR**

## **Garrow Park Accessibility Upgrades**

In 2016, the City of Kenora successfully received funding through the Government of Canada's Enabling Accessibility Fund to complete two major accessibility enhancements at Garrow Park. A walkway was paved to serve as a connecting link between the Park and Rabbit Lake trails. Further, a Mobi Mat was purchased to ensure accessible access from the beach to the lake. Another major enhancement occurred in 2018 with the construction of a new playground structure with accessible features.

## **Website Redevelopment**

In 2017, the City of Kenora's website was redeveloped to be fully compliant with WCAG 2.0 Level AA. Using the site improvement program, content is continually monitored for accessibility issues.

## **Coney Island Docking Improvements**

In 2018 accessibility at Coney Island was improved by building a new floating dock which allows easier access to the shore for boaters. The project also included a walkway to the existing boardwalk.

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# Priorities and Commitments

## *General Requirements*

- a) Keep accessibility standards and criteria consistent in the procurement of goods and services.
- b) Continue to provide training on the requirements of the IASR and on the Ontario Human Rights Code as it pertains to persons with disabilities
- c) All employees, volunteers, and persons participating in the development and approval of policies will be provided with training.
- d) Expand mental health training offerings for all staff including e-learning.
- e) The City will document and maintain a record of the training provided, including the dates that the training was provided and the number of individuals to whom it was provided;
- f) Training will be provided whenever changes to Accessibility Policies are made.
- g) Ensure all volunteers and contractors understand AODA standards when completing activities on behalf of the City.

## *Information and Communications*

- a) Conduct regular review of the City of Kenora website content for accessibility.
- b) Develop guidelines and best practices for creating accessible documents and work with staff who create documents for public use to create web-ready, accessible documents at source.
- c) Continue to respond to feedback with respect to accessibility at the City of Kenora through accessible feedback processes.

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## *Employment*

- a) Continue to develop and document individual accommodation plans for employees with disabilities.
- b) Continue to ensure that employees' individualized emergency protocols and individualized accommodation plans are reviewed on a regular basis.
- c) Formalize a procedure for accommodating workers with disabilities.
- d) Review emergency procedures on an annual basis to ensure that information is available in an accessible format or with appropriate communication supports, as soon as practicable, upon request

## *Transportation*

- a) The City's various Transportation Service providers will work to ensure compliance with the accessibility legislation on behalf of the City.

## *Design of Public Spaces*

- a) Continue to remove barriers from existing facilities and infrastructure as identified in the City of Kenora's previous accessibility plans in addition to others that are identified including washroom renovations, ramps and automatic door openers. (2019 – 2022)
- b) Norman Park playground structure replacement. (2021)
- c) Splash pad at Norman Park and surrounding spaces are fully accessible. (2019)
- d) Pedestrian ramp replacement at Keewatin Arena near front entrance. (2022)
- e) Ramp replacement behind the Kenora Library. (2020)
- f) Complete accessibility upgrades at the Kenora Sportsplex. (2020)

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- g) Continue Lift and Level Program and Trip edge removal program to remove trip hazards and barriers to accessibility caused by heaved and sunken sidewalk slabs, which provides safer and more uniform walking surface to all citizens of Kenora.
- h) All existing sidewalks rehabilitated replaced and reconstructed to current Engineering Standards to provide a safe uniform walking surface which incorporate barrier free ramps at each intersection.
- i) Continue to install audible crossing signals at pedestrian crossings at signalized intersections. When signals are scheduled to be updated or replaced.
- j) Accessibility Advisory Committee will continue to review design plans for new City-owned buildings and major renovations, and comment on site plan controls.
- k) The City's Facilities and Parks Division will be responsible for maintaining the accessible elements of public spaces and will apply best practices in preventative maintenance. This will include periodic evaluations, such as:
- Annual inspections;
  - Inspections after storms or events that may affect accessible elements;
  - Seasonal-based maintenance; and
  - Inspections in response to reports of vandalism or complaints.
  - The City will also apply best practices in the emergency maintenance and repair of the accessible elements of public spaces. These practices focus on an active response upon notification and repair as soon as practicable.
  - Regarding procedures for dealing with temporary disruptions to public spaces' accessible elements, the City will continue to provide public notification of temporary disruptions. Public notification may include signage, notification on the City's website or social media platforms, or media releases, as determined by the City based on the nature or extent of the disruption.

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# Review and Monitoring

The Multi-Year Accessibility Plan will be reviewed and updated at least once every four years. An annual status report will be completed to document the progress and measures taken to implement City of Kenora strategy and meet the requirements of the Integrated Accessibility Standards Regulation. The City of Kenora will prepare accessibility reports for submission to the Ontario Government every 2 years. The report will be prepared in consultation with the municipal Accessibility Advisory Committee.

## *Availability of the Plan*

The Multi-Year Accessibility Plan can be accessed through the City of Kenora's website. <http://kenora.ca/living/accessibility-inclusion/>

## *Feedback*

We will also monitor and evaluate and feedback we have received throughout the year related to accessibility. This information may be integrated into our accessibility reports. Any comments on our accomplishments and plans are welcome and will be considered in our ongoing accessibility planning.

We welcome inquiries and feedback about accessibility and the City of Kenora's efforts at meeting the Integrated Accessibility Standards Regulation.

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Alternate formats of this document are available free upon request.