



The Corporation of the  
Township of Drummond/North Elmsley

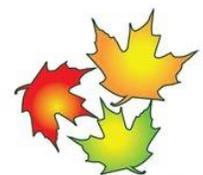
# **2019-2024 MULTI-YEAR ACCESSIBILITY PLAN**



**August 2019**

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## EXECUTIVE SUMMARY

Disabilities affect people of all ages and background. Some people are born with one or more disabilities. Many others develop disabilities through illness, injury or aging. People with disabilities represent a significant and growing part of our population. The Canadian Survey on Disabilities undertaken by Statistics Canada in 2017 reports that approximately 6.2 million Canadians and 2.6 million Ontarians have disabilities - about 24% of the population or 1 in every 5 persons. This is an increase from 13.5% from the 2012 survey. Therefore enhancing the ability of people with disabilities to live independently and contribute to the community will have positive effects on future prosperity in Ontario. The infographic on the next page shows a snapshot of the survey.

The Province of Ontario recognized that accessibility is a shared responsibility and passed the *Ontarians with Disabilities Act, 2001* (ODA) on December 14, 2001 to require provincial and municipal governments and key broader public sector organizations to review their policies, programs and services through the development of annual accessibility plans and for municipalities with populations of 10,000+ must have an Accessibility Advisory Committee.

In June 2005, the Province of Ontario furthered its commitment to accessibility by expanding previous legislation to include the private sector with the goal to achieve accessibility for Ontarians with disabilities by 2025. The purpose of the Accessibility for Ontarians with Disabilities Act, 2005, is to achieve accessibility for Ontarians with disabilities in five important areas of their lives within specified time limits:

- customer service
- information and communications
- employment
- transportation
- built environment

In 2007, Ontario Regulation 429/07 regarding accessible customer service was passed and required municipalities to be compliant by January 1, 2010. On June 3, 2011, the Ontario government passed the Integrated Accessibility Standards Regulation 191/11. The regulation, which combines accessibility standards in four areas – information and communication, employment, and transportation and design of public places, came into force July 1, 2011.

This is the second multi-year Accessibility Plan prepared under the Integrated Accessibility Standards Regulation. It spans five years; 2019-2024. It is understood that the projects and work contained in this plan are only a recommendation and will be considered in the annual budget deliberations.

NEW DATA ON  
**Disability**  
 IN CANADA  
 2017



The Canadian Survey on Disability covers Canadians aged 15 years and over whose everyday activities are limited because of a long-term condition or health-related problem.

**22%** of Canadians had at least one disability. This represents **6.2 million** people.

BY SEX

PERCENT OF CANADIANS WITH AT LEAST ONE DISABILITY:



Women  
24%

Men  
20%

BY AGE GROUP



Youth aged 15 to 24 years



Working-age adults aged 25 to 64 years



Seniors aged 65 years and over

BY DISABILITY TYPE

TOP FOUR MOST COMMON



Pain-related  
15%



Flexibility  
10%



Mobility  
10%



Mental health-related  
7%

OTHER DISABILITY TYPES

Seeing	5%	Learning	4%
Hearing	5%	Memory	4%
Dexterity	5%	Developmental	1%

**1.6 million**

Canadians with disabilities were unable to afford required aids, devices, or prescription medications due to cost.



Among youth with disabilities,

**60%** had a mental health-related disability.

EMPLOYMENT RATES FOR WORKING-AGE ADULTS

**59%** for persons with disabilities

**80%** for persons without disabilities



Source: Canadian Survey on Disability, 2017.

Source: Statistics Canada. Canadian Survey Disabilities. (2017) Downloaded July 25, 2019 from <https://www150.statcan.gc.ca/n1/pub/11-627-m/11-627-m2018035-eng.htm>

## AIM

To provide Council with a report and recommendations that the Township of Drummond/North Elmsley will take for the 2019-2024 year to identify, remove and prevent barriers to people with disabilities who utilize the facilities and services of the Township, including staff.

## OBJECTIVES

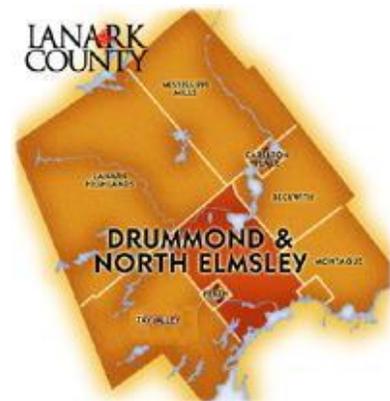
This report:

1. Describes the strategy by which the Township of Drummond/North Elmsley will identify, remove and prevent barriers to people with disabilities
2. List the facilities, polices, programs, practices and services the Township will review in the coming year to identify barriers to people with disabilities
3. Describe the measures that Council will take in the coming year to identify, remove and prevent barriers to people with disabilities
4. Describe how the Township will make this accessibility plan available to the public.

## TOWNSHIP BACKGROUND

The Township of Drummond/North Elmsley was created in 1998 from an amalgamation of the townships of Drummond and North Elmsley. It is bordered by the Rideau River on the south between the towns of Perth and Smiths Falls, on the north by the Mississippi River system, the villages of Lanark, and the hamlets of Ferguson's Falls and Innisville. The Township covering 364.84 square kilometers has a population of 7,773 (2016 census).

The Township enjoys the offerings of both the Town of Perth, home to 3M and other factories, and the Town of Smiths Falls, home to Walmart, Tweed and other industries. Both towns are rich with heritage and tourist attractions offering excellent shopping and convenient access to businesses. For those familiar with the equestrian world, the municipality is home to world champion Ian Millar of Millar Brooke Farm.



The Township contributes to a variety of recreational facilities. They include: community centres with arenas; an outdoor and indoor swimming pool; an outdoor fully equipped community park and a full service library. A host of other private and community based facilities including: a variety of golf courses, curling rinks, the Rideau Canal, a beach, wildlife area, bird sanctuary, Mississippi River and lake, and walking trails.

The Township is serviced by two public schools, Drummond Central School and North Elmsley Public School, and by the modern and fully equipped Perth and Smiths Falls District Hospital, which is also supplemented by a full range of medical related clinics and practices found throughout the community.

Merrywood Camp owned by the Easter Seal Society for the physically challenged children. There is a retirement home located in the Township known as the Rideau Ferry Country Home located at 1333 Rideau Ferry which houses 46 residents and 17 staff members.

The Township has two community halls listed below with an estimated occupant load.

<b>Name of Community Hall</b>	<b>Estimated Occupant Load</b>
Drummond Hall	50
Ferguson's Falls Community Hall	75

The **Drummond Hall** is used for various meetings such as the Women's Institute, Plowmen's Association, Cattlemen's Association, etc., including small family gatherings and baby showers, which in most cases are in the evenings. The kitchen and washroom facilities have become a big part of this program and require additional supervision in these areas. The Lanark Genealogy Society occupies the office part of the building and it is open to the public for two days a week during daytime office hours.

The **Ferguson's Falls Hall** is used for various community meetings and for small family gatherings. The Samantha Shaw dance school offers dance classes on most days.

### **Programs**

The Township does not run recreational programs so accessible considerations are not necessary at this time.

### **Events**

The Township holds on biennial event, Rock the Docks. Accessibility is considered through accessible parking and toilet facilities. Periodically small events, such as unveilings, anniversary events are held with accessibility in the fore front of planning considerations.

## **COUNCIL COMMITMENT**

The Council of the Corporation of the Township of Drummond/North Elmsley is committed to:

- The continual improvement of access to all municipally-owned facilities, premises and services for all those with disabilities
- The provision of quality services to all members of the community with disabilities

## **REPORT ON ACHIEVEMENTS 2014-2019**

The Township is required to report on the measures the municipality has taken to identify, remove and prevent barriers to persons with disabilities (Section 11 (3) a).

### **2014**

1. The Township's Procurement By-law was updated to incorporate accessibility design, criteria and features when procuring or acquiring goods, services and facilities, except where it is not practicable to do so; for example, when accessible goods, services or facilities are not available and provide an explanation, on request, as to why accessibility design, criteria and features were not practicable to incorporate into procurement.
2. Accessibility Standard Policy By-law 2014-041 was adopted by Council.
3. First 5-year Accessibility Plan was prepared and adopted by Council.
4. The Township's website compliant with WCAP 2.0 Level A.

#### Barriers Removed:

1. The following deficiencies were corrected at Ferguson's Falls Community Hall:
  - Sink was lowered
  - Titled mirror installed
  - Hand towel dispenser and soap dispenser were lowered
  - Replaced grab bar on the wall with proper width
  - Garbage cans moved out of path of travel.
2. Improvement to the accessible ramp at the Port Elmsley Community Hall

## **2015**

1. Training in the Integrated Accessibility Standards, Human Rights Code and Design of Public Places.
2. Feedback processes were developed and implemented where the Township receives and responds to feedback on its accessibility.
3. Employment Procedures were updated to include accessible recruitment practices, workplace accommodation, returning to work policies and career development/redeployment.
4. Filed an accessibility report as required.

### Barriers Removed:

1. Washroom door handles were replaced with levers at Port Elmsley Hall
2. Designated universal signage was placed on the door of the barrier free washroom at Drummond Centre Hall

## **2016**

1. Policy Review: Review Health & Safety Manual.
2. The Integrated Accessibility Standard Regulation (IASR) Policy was completed and adopted by Council as By-law 2016-053 which included an updated Accessible Customer Service Policy.
3. Staff training on the policy.
4. Design of public places implemented as required for new and redeveloped public spaces.
5. Filed an accessibility report as required.

## **2017**

1. Filed an accessibility report as required.

### Barriers Removed:

1. Disposal of Port Elmsley Community Hall

## 2018

1. The Township website was redone in accordance with WCAG 2.0 universal accessibility standard for websites.

## 2019

1. Multi-Year Accessibility Plan 2019-2024.
2. File an accessibility report as required by December 31, 2019.

### Barriers Removed:

1. Canoe launch in Ferguson's Falls pathway will be barrier free by the end of the year.

## **BARRIER IDENTIFICATION**

The Township is required to have measures in place to ensure that the municipality assesses its proposals for the by-laws, policies, programs, practices and services to determine their effect on accessibility for persons with disabilities (Section 11 (3) b) of the Ontarians with Disabilities Act, 2001. The barriers identified are attached as Appendix A to this report.

In order to identify barriers the following methodology was used:

<b>Methodology</b>	<b>Description</b>
Staff Inspections by Cindy Halcrow, Pete Echlin, and Janet George	A facility inspection was conducted on March 7, 2019 to help identify any barriers at the Municipal Office, Drummond Hall, and Ferguson's Fall Community Hall, public docks. Each facility was assessed in accordance with Section A-3.8 Barrier-Free Design of the Ontario Building Code.

## **COMMITMENTS AND STRATEGIES**

The Integrated Accessibility Standards Regulation combines the employment, communication and information and transportation standards into one standard. There are two IASR deadlines that the Township must meet in the next 5 years:

- 2019** File an accessibility compliance report by December 31<sup>st</sup>

- 2021** Website and contents must conform with WCAG 2.0 Level AA
- 2021** File an accessibility compliance report by December 31<sup>st</sup>

#### Barriers to Remove 2019-2024

#### **Ferguson's Falls Hall**

##### Other:

- Threshold lip is 1 inch - exceeds 1/2 inch
- Front lip door threshold is 1 1/4 inch
- Need an automatic door
- Needs a lever handle on back door

##### Bathroom

- sink is too close to the wall
- Washroom signage should be at the top of the hallway
- Wrong toilet seat - need an elongated toilet seat
- Should install fold down grab bars - optional
- Requires a hook and shelf
- longer lever handles on sink
- Should install an audible call button

#### **Municipal Office**

- Should install an audible call button
- Should install fold down grab bars - optional
- Need L shaped grab bar
- Requires a counter/shelf
- Kitchen taps should be lever handles
- Need a hook at reception for canes

#### **Drummond Centre Hall**

##### Washroom:

- Hand towel dispenser is too high
- Need L shaped grab bar
- Requires a hook and shelf in the bathroom
- Should install an audible call button

#### **Rideau Ferry Public Docks**

- The transition from concrete to floating docks should include an extended hand rail.

## **REVIEW AND MONITORING**

Council is committed to following through with this plan. This plan will be updated annually thus allowing Council, staff and the public to monitor the barriers identified and the direction to which the Township is moving to remove all barriers under the Accessibility for Ontarians With Disabilities Act, 2005.

## **COMMUNICATION**

The 2019-2024 Accessibility Plan will be available on the municipal website. Paper copies of the plan are available in regular font size and large print at the Municipal Office. Every attempt will be made to make it available to those with disabilities for their perusal and review.

## **SUMMARY**

Council is committed to ensure that persons with disabilities share the same rights, freedoms and obligations so that they may live as independently as possible and able to participate in all that the Township of Drummond/North Elmsley has to offer. The annual accessibility plan plays an important role in recognizing the needs of persons with disabilities that reside in Township.

## **CONTACT/INQUIRIES**

All inquiries with respect to this plan can be directed to:  
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