



2020 - 2021 Accessibility Plan

2020 - 2021 Town of Tecumseh Accessibility Plan

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Preamble

People with disabilities represent a significant and growing portion of our population. According to Statistics Canada, nearly 14% of Canadians age 15 or older 3.8 million people - reported having a disability. It is estimated that 20 percent of the population will have disabilities in two decades.

The purpose of the *Accessibility for Ontarians with Disabilities Act, 2005*, (AODA) is to improve opportunities for people 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. In order to achieve this goal the AODA mandates that all municipalities prepare annual accessibility plans.

The aim of this plan is to describe the measures that The Corporation of the Town of Tecumseh (Town) will take in 2020-2021, to identify, remove and prevent barriers to people with disabilities, including staff, in keeping with the Multi-Year Accessibility Plan.

The report also recognizes the Town's past commitments to accessibility planning by identifying previous barriers that have been removed.

Mandate

The primary purpose of the Tecumseh Accessibility Advisory Committee (TAAC) shall be to consult with and provide advice to Council on the annual municipal Accessibility Plan and the Multi-Year Accessibility Plan for the Town. The TAAC is also responsible for reviewing and advising Council on accessibility issues in accordance with the AODA (section 29, 4), including:

- Review in a timely manner the site plans and drawings described in section 41 on the *Planning Act* that the committee selects;
- Significant renovations of structures designated for municipal use by the Town;
- Goods and services provided by the Town or agents providing services under contract with the Town as defined under the AODA and any related regulations.

The Town Council shall seek advice from the committee on the accessibility for persons with disabilities to a building structure or premises, or part of a building, structure or premises in accordance with the AODA (section 29, 5), including:

- That the council purchases, constructs or significantly renovates;
- For which the council enters into a new lease; or
- That a person provides as municipal capital facilities under an agreement entered into with the council in accordance with section 110 of the *Municipal Act, 2001*, or section 252 of the *City of Toronto Act, 2006*. 2005 c. 11, s. 29 (5); 2006, c. 32, Sched. C, s. 1.

Objectives

This report:

- 1) Describes the process by which the Town identifies, removes and prevents barriers to people with disabilities.
- 2) Identifies previous initiatives that the Town has undertaken to remove and prevent barriers to people with disabilities.
- 3) Lists the facilities, policies, programs, practices and services that the Town will review in the coming year to identify barriers to people with disabilities.
- 4) Describes the measures the Town will take in the coming year to identify, remove and prevent barriers to people with disabilities.
- 5) Describes the ways that the Town will make this accessibility plan available to the public.

Description of The Town of Tecumseh

The Town of Tecumseh is an amalgamated municipality created from the former municipalities of the Village of St. Clair Beach, the Township of Sandwich South and the Town of Tecumseh.

The amalgamated Town is strongly characterized by its spirit and volunteerism. The Town's low municipal taxes, small town appeal, proximity to the City of Windsor, waterfront and two major transportation routes make it one of the more popular municipalities in the county, with a population of approximately 24,500.

Located within the Town is the Hamlet of Oldcastle which is one of the area's largest industrial parks. It houses many tool and mold shops which service the auto industry.

Agriculture is also a very important industry in the new Town as a majority of its 12,000 hectares is used for corn, wheat and soybeans.

Recreational facilities offered to community residents include: baseball and softball diamonds, soccer fields, golf courses, hockey rinks, tennis courts, swimming pools, sailing clubs, private marinas and a skate park. In 2004, the installation of a "Boundless Playground" in the Town's largest park, Lacasse Park, was funded by the Town, the Rotary Club of Windsor-St. Clair and the Ontario Trillium Foundation. This playground equipment is available to all children regardless of ability or disability.

In 2009, the Town and the Essex Region Conservation Authority partnered with the Province to construct a new wheelchair accessible trail at McAuliffe Park. This 860 metre trail has been paved to allow full access to a beautiful woodland lot, the Town's only conservation area.

A new, totally accessible waterfront park was completed in 2013. Some features include: disabled accessible parking, paved walkways with a full view of Lake St. Clair and beach areas, barrier free washroom facilities and picnic tables and an accessible gazebo.

The annual Tecumseh Corn Festival is held at Lacasse Park in late August and features a large parade, festival tents, outdoor stage shows, live bands, a carnival midway, food vendors, arts and crafts.

The Town's mission statement is to maintain its traditions of dynamic growth and leadership while managing efficient and effective delivery of services for sustainable prosperity; "a community proud of the past, confident in the future."

Disability: The AODA Definition

The AODA draws on the broad definition for disability that appears in the Ontario Human Rights Code. "Disability" is:

- a) any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, lack of physical co-ordination, blindness or visual impediment, deafness or hearing impediment, muteness or speech impediment, or physical reliance on a guide dog or other animal or on a wheelchair or other remedial appliance or device;
- b) a condition of mental impairment or a developmental disability;
- c) a learning disability, or a dysfunction in one or more of the processes involved in understanding or using symbols or spoken language;
- d) a mental disorder; or
- e) an injury or disability for which benefits were claimed or received under the insurance plan established under the *Workplace Safety and Insurance Act*, 1997.

TAAC Terms

The first TAAC was first appointed by Council on October 8, 2002, and is appointed for the term of the Council that appointed the members.

The TAAC shall meet quarterly at the Town municipal offices. Administrative support to the TAAC is provided by the Corporate Services & Clerks Department, including: recording minutes, preparing meeting agendas, making necessary arrangements for assistance and support for the TAAC Members and communicating the Member's comments and recommendations to Council and other Departments.

Agendas are distributed to TAAC Members in advance of the scheduled meeting date and are provided in an alternate format, upon request.

The TAAC is normally made up of one (1) member of Council, and members from the community. The AODA requires that the majority of the TAAC's members be persons with disabilities. Committee members are not compensated for attending meetings. The following are current TAAC Members:

- Councilor Tania Jobin
- Linda Stanczak
- David Golden
- Ron Doherty
- Catherine Rutherford
- Ron Matysek (Chair)

The role of the TAAC is to advise Council each year about the preparation, implementation and effectiveness of the Town's Multi-Year Accessibility Plan. The TAAC also serves as the accessibility working group used to identify barriers for people with disabilities and to make recommendations to Council.

Barrier Identification Process

The Town is committed to:

- Continually improving access to all municipally owned facilities, premises and services for all those with disabilities; and
- Providing quality services to all members of our community with disabilities.

The TAAC holds regular meetings to identify existing barriers to people with disabilities. Various representatives from Town Departments are invited to make presentations, reports and recommendations to the TAAC. The TAAC itemizes these barriers, identifies the appropriate department for review and potential implementation. The TAAC's minutes are submitted to Council for consideration.

The Accessibility Compliance Reports, the Accessibility Plan, Multi-Year Accessibility Plan, Tecumseh Transit Accessibility Plan, and agendas and minutes of TAAC meetings are posted on the Town's website, along with the Town's Integrated Accessibility Standards Regulation (IASR) Policy and Accessible Employment Practices Policy. The website also allows for feedback to be given on accessibility by means of an Accessible Customer Service Complaint and Feedback Form and a dedicated e-mail (accessibility@tecumseh.ca) for providing accessibility feedback.

AODA Key Areas of Accessibility

The AODA's purpose is to achieve accessibility for Ontarians with disabilities by January 1, 2025. The Integrated Accessibility Standards Regulation (IASR) Section, developed five (5) key areas:

- 1) Customer Service
- 2) Transportation Standards
- 3) Information and Communications
- 4) Employment Standards

5) Design of Public Spaces

The year 2020-2021 will see the Town focusing on the creation, implementation and enforcement of standards set out in the IASR.

Review and Monitoring of the Process

The TAAC will meet on a quarterly basis to review and monitor the progress of the Accessibility Plan and report to Council on the Plan's status, as well as make any necessary recommendations to ensure that the Plan is implemented.

Communication of the Plan

Copies of the Accessibility Plan are available at the Town of Tecumseh Municipal Office, 917 Lesperance Road, Tecumseh, Ontario. The Plan is also posted on the Town's website, at www.tecumseh.ca. The Plan will be available in alternate formats upon request.

Schedule A: Past Barrier Removal Initiatives**1995-1999**

1997 - Building of the Tecumseh Arena with full wheelchair access

2000-2004

2001 - Renovation of the Essex County Cada Library Complex with full wheelchair access

2002 - Installation of the Tecumseh Leisure Pool with full wheelchair access

2002 - Building the Town of Tecumseh Fire and Rescue Station #1 with full wheelchair access

2003 - Renovation of the Town of Tecumseh Municipal Complex with full wheelchair access

2004 - Installation of barrier free doors at the Golden Age Club with full wheelchair access

2004 - Installation of a boundless playground in Lacasse Park

2005-2009

2006 - Renovation of the Town of Tecumseh Municipal offices with full wheelchair access

2009 - Accessible swings installed at all play equipment sets

2010-2014

2010 - Customer service training provided to all Town staff in 2010 in accordance with Ontario Regulation 429/07

2011 - Implementation of annual funding agreements with the Community Support Centre for the provision of public transportation Services for the elderly and persons with disabilities

2012 - Installation of a wheelchair accessible ramp at the Tecumseh Area Historical Society

2013 - Installation of a roundabout at riverside drive and manning road with full access for blind and visually impaired pedestrians

2013 - Adoption of multi-year accessibility plan

2013 - BrowseAloud implemented on the Town's website

2013 - Fencing removed at Gouin Street to Rocheleau Park for easier wheelchair access

2013 - Public Works department replaced nine (9) ramps along the length of St. Gregory's

2013 - Construction of accessible roundabout complete

2013 - Chain added to Dog Park gate latch

2014 - Approval of internet and telephone voting as an accessible voting method for the 2014 municipal election

Update the Town's website to enhance accessibility features

2015-2019

2016 - Sidewalks constructed on Shawnee and Arbour streets

2016 - Trails paved at Lakewood Park

2018 – Consulted with ACC and installed some new accessible playground equipment at Lacasse Park.

2018 - Purchased second Town transit bus with a lower floor for accessibility. There is designated wheelchair dedicated seating at the front of the bus.

2018 - Review of all transit stops completed and corrective measures are in place to ensure accessibility and ease of use for riders.

2018 –Employment opportunities on Town website provide a notice to indicate accessible accommodations are available upon request.

2019 – New ramps installed at St. Thomas and St. Pierre streets.

2019 - At the intersection of Southfield and Tecumseh Road, installed tack tile plates on ramps for greater accessibility.

2019 – New Town website designed with meeting WCAG 2.0 Level AA requirements.

Schedule B: Barriers to be addressed for 2020-2021:

| Barriers | Objective | Implementation | Department |
|--|--|---|--|
| Facilitate connections between transit services with adjacent municipalities | Provide transit transfers to adjacent municipalities | Consult/Partner with the City of Windsor to honor Tecumseh transit transfer onto Windsor busses | Planning Services |
| Transit Service Disruptions | Provide accessible information arrangements to transfer persons with disabilities | Provide Service Disruption information on Town website, and through social media | Planning Services |
| Priority Seating on transit | Provide alternate services to transit bus | Provide Care-A-van specialized Service and Home to Hub, on request transit service | Planning Services |
| Information and Communication to Residents | Provide accessible communication for persons with disabilities | Update Accessible Information and Communication Procedure, if necessary; 2021 | Information and Communication Services |
| Information and Communication to residents | Ensure Websites and Web content conforms with the WCAG 2.0 Level AA and | Implement Webcasting with Closed captioning for Council meetings; 2021 | Information and Communication Services |
| Accessible Websites and Web Content | Provide accessible communication on the Town's website to:WCAG 2.0 Level AA Requirements | Develop and update Standards and Guides for accessible digital, marketing and media content | Information and communication Services |

| Barriers | Objective | Implementation | Department |
|--|--|---|-----------------------------|
| Format of Documents | Provide ongoing training to staff on creating accessible documents, as required | Update Accessible Customer Service procedure, if necessary | Corporate Services |
| Accessible Employment Standard for Recruitment | Provide greater access for persons with disabilities in employment opportunities. | Update the Accessible Employment and Accommodation procedures by 2021 for ongoing compliance; and Partner with community organizations to support two-way access to person of all abilities. | Human Resources |
| Recruitments, Assessment or Selection Process | Notify job applicants that accommodations are available | Update Accessible Employment and Accommodation procedures by 2021. | Human Resources |
| Recreation opportunities for disabled persons to go and exercise/ socialize other than the arena | Ensure the new Sportsplex is built to accessibility standards regarding ramps and stairs | Ensure each aspect of the new Sportsplex adheres to AODA standards - ongoing | Parks & Recreation Services |
| Beach access routes for people with disabilities | Provide a surface that is accessible for disabled individuals to get to the water's edge | Review and investigate options to have complete access to the water's edge; 2021 | Parks & Recreation Services |
| Accessible travel for street curbs and stairs | Provide higher quality accessibility to public spaces | Re-correction of curbs and stairs to meet AODA accessibility requirements; 2021 | Public Works |