

## ***ABCA Program Report***

To: Board of Directors  
Date: February 17, 2022  
From: Kate Monk, Projects Coordinator  
Subject: ABCA Integrated Accessibility Policy and Plan

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Regulation 191/11: Integrated Accessibility Standards under the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) requires organizations to create written accessibility policies and make them publicly available. Accessibility policies are the formal rules an organization puts in place to achieve its accessibility goals.

The ABCA developed a brief three-page accessibility policy 2011 and subsequent personnel regulations were added for customer service. The 2011 policy called for a review every five years but this was not completed until Fall 2021. The ABCA lacks a fulsome accessibility plan with identified roles, responsibilities and actions.

This policy and plan deals with the requirements of the AODA in these areas:

- General Standards (Procurement, Training and Policy)
- Customer Service
- Information and Communication
- Employment
- Transportation
- Built Environment and Public Spaces.

The ABCA seeks to have a document consistent with local municipalities, while being cognizant of staff and financial capacity limitations. The draft policy and plan is based on the Municipality of South Huron's document. We recognize we may not be able to meet the full requirements of the legislation at all times but we will strive to deliver on the components most needed by staff and members of the public.

Staff have evaluated the current status of compliance with the legislation and developed a draft list of actions to be enacted following the approval of this policy. Some years, meeting accessibility requirements will need to be a line item in the budget.

The majority of the implementation will be facilitated or implemented by the corporate services department. It is recommended that the Corporate Services Coordinator be identified as the lead on accessibility matters.

The AODA Design of Public Spaces Standards (Accessibility Standards for the Built Environment) will be addressed when undertaking new construction and redevelopment of public spaces.

### **Recommendation**

Recommended that, the Ausable Bayfield Conservation Authority Integrated Accessibility Policy and Plan be approved.