

## **Community Living Owen Sound and District**

### **Multi-Year Accessibility Plan – Year 1 – January 1<sup>st</sup> to December 31, 2014**

#### **Background**

This Multi-Year Accessibility Plan was prepared in response to the Integrated Accessibility Standards (IASR) Regulation 191/11, under the Accessibility for Ontarians with Disabilities Act, 2005 (AODA).

#### **Statement of Commitment**

Community Living Owen Sound and District is committed to treating all people in a way that allows them to maintain their dignity and independence. The Association believes in integration and equal opportunity which is clearly reflected in the Association's Mission, Vision and Core Values. Therefore, in accordance with the IASR Regulation, all services provided by Community Living Owen Sound and District shall follow the principles of dignity, independence, integration and equal opportunity.

#### **Accessibility Plan**

In order to meet the accessibility requirements under the IASR Regulation, Community Living Owen Sound and District will identify, remove and prevent barriers\*, making ongoing improvements, if/when necessary, to ensure access to all its facilities and services remain barrier free, including the continual improvement of Association policies and practices.

Specifically, the Association will:

- Consult regularly with staff and people with disabilities accessing our services to ensure they have opportunities to provide input on the accessibility of our services and facilities.
- Take measures to identify, remove and prevent barriers to persons with disabilities. These measures will be documented.
- Create an Accessibility Work Plan that includes a list of measures the Association intends to take, in any given year, to address any identified barriers (see Table A). Strategies developed/implemented to remove any identified barriers will be recorded in Table B.
- Review its Accessibility Plan annually. People with disabilities will be invited to participate in the annual review and development of revised accessibility plans.
- Conduct education regularly with Association staff, volunteers, and others agents that deliver our services to ensure adequate and appropriate accessibility of services and facilities is

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Adopted: January 17, 2014

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available to people with disabilities. This training will include information on how to submit an accessibility concern.

*\*Barrier Types include: Physical, informational, communication, attitudinal, technological and policy/practice related barriers.*

**Accessibility Work Plan - 2014**

**Table A - Barriers identified that require action during the period January 1 – December 31, 2014**

<b>Issue Identified</b>	<b>Reason</b>	<b>Projected Date of Completion</b>	<b>Responsibility</b>
Association Website Redesign	To make website more accessible	May 2014	AM McLeish
Port Elgin Office Renovation	To improve accessibility	October 2014	S Skinner
Revise Personnel Policy	To incorporate legislated Accommodation/Return to Work practices into our Personnel Policy.	June 2014	AM McLeish

**Table B - Barriers that were addressed during the period January 1, 2014 – December 31, 2014**

<b>Accessibility Issue</b>	<b>Measures Taken</b>	<b>Completion Date</b>
Need to revise Hiring Practices (re: job postings)	Incorporated new language into Association job postings to ensure potential employees are aware of our accommodation practices during the hiring process <i>i.e. "Community Living is an equal opportunity employer. Upon request, accommodations for interviews and assessments will be provided to qualified candidates/applicants".</i>	April 2014
Improve accessibility of our Port Elgin Office	Undertook a major renovation/expansion of the facility.	October 2014

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### **Review/Monitoring Process**

The Management Team will review the Association's Accessibility Plan 4 times a year (once a quarter).

The Plan will be reviewed jointly by a working group consisting of Management, staff (i.e. Joint Health and Safety Committee members) and people with disabilities once a year. Revisions to the Plan will be made at this annual review which in turn will establish the Accessibility Work Plan for the following year.

### **Communication of the Plan**

The Association's Accessibility Plan will be readily available to all staff, the people and families it supports, as well as the general public on its website ([www.communitylivingowensound.on.ca](http://www.communitylivingowensound.on.ca)) or by calling the office and requesting a copy (519-371-9251).

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