## Multi-Year Accessibility Plan for Community Living Owen Sound and District

Part 1: Identify your organization's strategy to meet the following requirements of the IASR

Date Created:Dec. 30, 2013

**Updated:** December 2018 and Dec. 2020

Date Approved:Jan. 31, 2014

AODA Standard	IASR requirement	Due Date	Steps to take	Anticipated Barriers and Plans for Barrier Removal	Target Completion Date	Staff Lead	Potential Costs	Completion Status
IASD Comprel								
IASR General Requirements								
- North Control of the Control of th	Create policies and procedures for each standard	Jan. 1, 2014	Examples:* Develop a Statement of Commitment * Assess current accessibility policies and identify regulatory gaps * Draft and adopt updated policy		Dec. 31, 2013	Mgr Measures and Best Pracitces		completed
	Create Multi-Year Accessibility plans	Jan. 1, 2014	*using this template from Accessibility Ontario		Jan-14	Mgr Measures and Best Pracitces		completed
	Consider accessibility features when designing, procuring or acquiring self-kiosks	Jan. 1, 2014	not applicable	na	na			na
	Train all staff and volunteers (including Board Members) on what they have to do under the IASR and on aspects of the Human Rights Code that relate to accessibility	Jan. 1, 2015	develop training package using Accessibility Ontario resources		Dec. 2014	Mgr Measures and Best Pracitces		completed
	Complete government accessibility							·
	report	Dec. 31, 2014	not applicable	na	na	Mgr Measures		na
	Update Multi-Year Accessibility Plan	Jan. 1, 2019	update and receive imput from Management Team		Dec. 2018	and Best Pracitces		completed
	Complete government accessibility report	Dec. 31, 2017	complete and submit		Oct. 2017	Mgr Measures and Best Pracitces		completed
	Complete government accessibility report	Dec. 31, 2020	complete and submit		Oct. 2020	Mgr Measures and Best Pracitces		completed
	Complete government accessibility report	Dec. 31, 2023	complete and submit		Oct. 2023	Mgr Measures and Best Pracitces		

Information & Communications						
Communications	When asked, make your emergency and public safety information accessible to the public	Jan. 1, 2012	Example: * Review emergency and public safety information you provide * Develop a process for responding to requests and supports		Mgr Measures and Best Pracitces	completed
	All new internet websites and web content on those sites must conform		NA.			
	Make your feedback processes, like surveys or comment cards, accessible	Jan. 1, 2014 Jan. 1, 2015	NA see below	na  Dec. 2014 and ongoing	Mgr Measures and Best Pracitces	na
	Make information about your organization's goods, services and facilities accessible upon request	Jan. 1, 2016	Example: * Develop a process for responding to requests for alternative formats and supports * Institute policy that all documents will be created using a structured electronic format to allow for easier conversion to alternative formats	Dec. 2015	Mgr Measures and Best Pracitces	ongoing
	All internet website and website content	Jan. 1, 2021	Revamp of current website encompassed this criteria	Dec. 2017	Mgr Measures and Best Pracitces	competed
<u>Employment</u>						

	When necessary, provide individual plans to help employees with disabilities during an emergency, or emergency information that's formatted so an employee with a disability can understand it.	Jan. 1, 2012	information * Determine which employees need help * Prepare and provide information to these employees, in an accessible format if required * Follow up with employees periodically		ongoing	Mgr Measures and Best Pracitces	ongoing
	Notify employees, potential hires and public that accommodations can be made during recruitment, assessment and selection processes for people with disabilities	Jan. 1, 2016	Written policy created		Dec. 2015	Mgr Measures and Best Pracitces	completed
	Notify new hires and staff of policies for accommodating employees with disabilities	Jan. 1, 2016	Written policy created		Dec. 2015	Mgr Measures and Best Pracitces	completed
	Have in place a written process to develop individual accommodation plans for employees with a disability	Jan. 1, 2016	Developed a process and procedure for these requests		Dec. 2015	Mgr Measures and Best Pracitces	completed
	Have a written return to work process in place for employees who have been absent due to a disability	Jan. 1, 2016	Exisitng process reveiwed		Dec. 2015	Mgr Measures and Best Pracitces	completed
	If your office uses performance management, career development and redeployment processes, take the needs of employees with disabilities into account	Jan. 1, 2016	Current practice reveiwed, revised		Dec. 2015	Mgr Measures and Best Pracitces	completed
<u>Design of Public</u> <u>Spaces</u>	Make new or redeveloped spaces accessible	Jan. 1, 2017		This is always a consideration for CLOSD as several people receiving support require this.		Property Maintenance Supervisor	ongoing
	Maintain accessible elements of public spaces	Jan. 1, 2017		This is always a consideration for CLOSD as several people receiving support require this.		Property Maintenance Supervisor	ongoing

Part 2: Identify your strategy to prevent and remove additional barrier in your organization							
Barrier	Steps to Take	Targeted Completion Date	Completion Status	Staff Lead	Potential Costs		
Information most often available in print only	Plan to offer an electronic format if appropriate so that detail can be posted on CLWD website and/or emailed to those with low vision if requested			Manager Measures and Best Practices	unknown		
This template was crea	ated by Accessibility Ontario (www.Acce						