



LOYALIST TOWNSHIP

ACCESSIBILITY PLAN

2008-2009

ONTARIANS WITH DISABILITIES ACT, 2001

The Ontarians with Disabilities Act, 2001 was passed into legislation by the Government of Ontario on December 31, 2001. The Act ensures that persons with disabilities have improved opportunities and provides for their involvement in the identification, removal and prevention of barriers to their full participation in life. In September 2002 the Lieutenant Governor proclaimed that all municipalities must have a municipal accessibility plan adopted and published by no later than September 30, 2003.

Definition of Persons with Disabilities

The Ontarians with Disabilities Act, 2001 defines persons with disabilities in the following manner, which is the same definition used in the Ontario *Human Rights Code*.

A “disability” is:

- a) Any degree of physical disability, infirmity, malformation or disfigurement caused by bodily injury, birth defect or illness and includes, but is not limited to:
 - 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*.

Definition of Barriers to Persons with Disabilities

The Ontarians with Disabilities Act, 2001 defines a “barrier” as anything that stops a person with a disability from fully taking part in society because of that disability. Some barriers include:

- physical barriers, e.g. a step at the entrance to a store;
- architectural barriers, e.g. no elevators in a building of more than one floor;
- information or communications barriers, e.g. a publication that is not available in large print;
- attitudinal barriers, e.g. assuming people with a disability can't perform a certain task when in fact they can;

- technological barriers such as traffic lights that change too quickly before a person with a disability has time to get through the intersection; and
- barriers created by policies or practices, for instance not offering different ways to complete a test as part of job hiring.

ACCESSIBILITY FOR ONTARIANS WITH DISABILITIES ACT, 2005

The Accessibility for Ontarians With Disabilities Act, 2005 (AODA) provides for the development of standards in order to achieve accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodation, employment, buildings, structures and premises on or before January 1, 2025.

There will be a transition period during which government and parts of the broader public sector will continue to have planning and other obligations under the Ontarians with Disabilities Act, 2001 until they are repealed. The planning requirements of the ODA, 2001 will not be repealed until they have been replaced by standards under the new act.

The Minister responsible for the AODA is required to establish a process to develop and implement all accessibility standards necessary to achieving the purposes of this Act. Within this process, standards development committees are established by the Minister to develop proposed accessibility standards.

Persons or organizations may be required to meet more than one accessibility standard under the AODA.

JOINT ACCESSIBILITY ADVISORY COMMITTEE

In April 2002, the Council of the County of Lennox and Addington supported the creation of a single joint accessibility advisory committee to address the requirements of the Ontarians with Disabilities Act, 2001. Through consultation with the County's local municipalities, it was determined that a joint committee would be appointed for the County of Lennox and Addington, the Town of Greater Napanee and the Townships of Stone Mills and Addington Highlands. In January 2003, the municipalities supported the inclusion of the Lennox and Addington County General Hospital within the committee's mandate.

The Hospital and the Municipalities agreed to Terms of Reference for the joint accessibility advisory committee, the appointment of the Committee's membership and the designation of the administration contacts for the five public service agencies.

In 2005, the Joint Accessibility Advisory Committee recommended to County Council that the Committee's Terms of Reference be amended to:

- expand the membership of the Joint Accessibility Advisory Committee to include a representative of the business community and an additional representative of the community with a disability, for a total membership of seven.
- create an auxiliary panel as affiliates to the Joint Accessibility Advisory Committee to provide support and advise, to be comprised of a maximum of eight participants including one staff representative from each of the five partner organizations of the Joint Accessibility Advisory Committee, and three representatives from the community who are directly involved with services to improve accessibility and opportunities for citizens with disabilities.

County Council adopted these recommendations with the passing of By-law No. 3012/05 on September 28, 2005 and obtained the confirmation of the Committee's joint partners for these changes.

In May 2006, Loyalist Township Council requested that the mandate of the Joint Accessibility Advisory Committee be broadened to include the Township's participation. County Council approved this request. The Terms of Reference for the Joint Accessibility Advisory Committee were revised in June 2005 to reflect the addition of Loyalist Township as a partner. The vacancies in the Committee's membership were also filled at that time. The Committee's joint partners confirmed the changes.

REVISED JUNE 2006

Terms of Reference

ACCESSIBILITY ADVISORY COMMITTEE

Jointly Serving:
County of Lennox and Addington
Township of Addington Highlands
Town of Greater Napanee
Loyalist Township
Township of Stone Mills
Lennox and Addington County General Hospital

A. Mandate

The mandate of the Accessibility Advisory Committee is to advise the Councils of the County of Lennox and Addington, the Township of Addington Highlands, the Town of Greater Napanee, Loyalist Township and the Township of Stone Mills and the Board of Governors of Lennox and Addington County General Hospital on the preparation and implementation of annual accessibility plans in order to remove barriers for people with disabilities and ensure that no new barriers are created.

The role of the Accessibility Advisory Committee will include reviewing and advising the Councils and the Hospital Board on the following areas:

- site plans of new and existing municipal buildings.
- major capital purchases.
- significant renovations to municipal facilities.
- leased facilities or any other facility used as a municipal building.
- goods and services provided by the municipality or agents providing services under contract with the municipality.

B. Membership

I. Appointment

The Accessibility Advisory Committee will be comprised of the following members appointed by County Council:

- two (2) members of County Council
- four (4) members from the County community with disabilities
- one (1) member from the community with involvement in business

The members will be confirmed by the Councils of the Township of Addington Highlands, the Town of Greater Napanee, Loyalist Township and the Township of Stone Mills, as well as the Board of Governors of Lennox and Addington County General Hospital.

II. Criteria

The following criteria will be used in the appointment of the Accessibility Advisory Committee members from the County community. Individuals to be considered shall:

- exhibit a strong commitment to the community in order to improve its accessibility.
- sensitive to the accessibility barriers experienced by individuals with disabilities
- demonstrate understanding of the municipality's roles and service responsibilities
- demonstrate understanding of the County community's business, social and cultural interests and diversities.
- volunteer the necessary time to ensure full participation and interest.

III. Attendance

The Chairperson of the Accessibility Advisory Committee will require the resignation of any member who fails to attend two consecutive meetings without notice or reason.

IV. Term

A member of the Accessibility Advisory Committee from the County community will be appointed for a term of two (2) years, which may be repeated.

C. Auxiliary Panel

An auxiliary panel will provide support and advice to the Joint Accessibility Advisory Committee and will be comprised of the following nine (9) members:

- one (1) staff representative from each of the six (6) partner organizations of the Joint Accessibility Advisory Committee
- three (3) representatives from the County community who are directly involved with services to improve accessibility and opportunities for citizens with disabilities.

Note: The three (3) representatives from the County community will be appointed by the Joint Accessibility Advisory Committee for a term of two (2) years which may be repeated.

D. General

I. Chairperson and Vice-Chairperson

The Chairperson and Vice-Chairperson will be selected by the accessibility Advisory Committee from within its membership at the commencement of each calendar year.

II. Meetings

Meetings will be held 3-4 times per year, as required, or at the call of the Chairperson. An agenda for the meeting will be circulated in advance and a record of the proceedings will be maintained.

III. Report to Councils and Hospital Board

A report outlining the recommendations of the Accessibility Advisory Committee to the municipal councils and Hospital Board will be filed on a regular basis. No action shall be taken on a recommendation until such time as it has been adopted by the respective councils.

IV. Quorum

A quorum for Accessibility Advisory Committee meetings will consist of four (4) members. A majority vote of members present will be used to reach a decision on the matter.

JOINT ACCESSIBILITY ADVISORY COMMITTEE – 2008

Committee Members	Address	Contact #
<u>County Councillors</u>		
Todd Steele	P.O. Box 248, Tamworth, ON K0K 3G0	613-379-5664
E. Helen Yanch	173 Bridgewater Road, Flinton, ON K0H 1P0	613-336-8774
<u>Community Members</u>		
Sandra Burtch	758 Bethel Road, Yarker, ON K0K 3N0	613-572-1393
Mary-Jo Lawlor	282 Amherst Drive, Amherstview, ON K7N 1S9	613-389-2982

Ken Lees	318 Camden Road, Apt 220, Napanee, ON K7R 1E8	613-354-1841
Brian Shenton	P.O. Box 40, Camden East. ON K0K 1J0	613-378-2457
Peter Veltheer	289 Dundas St. W, Napanee, ON K7R 2B3	613-354-4769
Auxiliary Panel Members	Address	Contact #
Arthur Ronald L & A County General Hospital	8 Richmond Park Drive, Napanee, ON K7R 2Z4	613-354-3301 Fax 354-7157
Tracey McKenzie County of Lennox and Addington	97 Thomas St. E, Napanee, ON K7R 4B9	613-354-4883 Fax 354-3112
Christine Reed Township of Addington Highlands	P.O. Box 89, Flinton, ON K0H 1P0	613-336-2286 Fax 336-2847
Ray Callery Town of Greater Napanee	P.O. Box 97, Napanee, ON K7R 3L4	613-354-3351 Fax 354-6545
Patrick Beyer Loyalist Township	P.O. Box 70, Odessa, ON K0H 2H0	613-386-7351 Fax 386-3833
Darlene Plumley Township of Stone Mills	General Delivery, Centreville, ON K0K 1N0	613-378-2475 Fax 378-0033
Kathy Pringle Occupational Therapist	R.R. # 7, Napanee, ON K7R 3L2	613-378-0930 Fax 378-1495
Trudi Wright Occupational Therapist	P.O. Box 397, Odessa, ON K0H 2H0	613-386-3148 Fax 386-1442

Joint Accessibility Advisory Committee Activities

Highlights from 2008

March 18, 2008 - Inaugural Meeting

- Committee Chair and Vice-Chair selected – Peter Veltheer and Sandra Burtch respectively.
- A presentation on the background of the Committee, its Terms of Reference and work to date took place.
- The Committee determined its objectives for the year including: continued planning for the Doorways to Opportunity Open House scheduled for May 29, 2008 and development of a Meeting with Businesses in the fall of 2008 regarding the Customer Service Standard.
- Staff were directed to send correspondence to the County's lower-tier municipalities regarding clearing snow from sidewalks and disabled parking spaces in a timely manner.

May 13, 2008

- The Committee reviewed a report from Loyalist Township regarding the revisions to their Official Plan and inclusion of new policies for accessibility.
- The Chair was directed to send a letter on behalf of the Committee to Scott Reid, MP, expressing concern over the late notice regarding the Enabling Accessibility Fund and consequent limited timeframe to prepare applications prior to the deadline.
- Trudi Wright, Occupational Therapist, was appointed to the Committee's Auxiliary Panel.
- The Committee decided that each agenda contain a heading entitled "Review of New Construction and Renovations" in order to allow the Committee, as per its mandate, the opportunity to advise the Councils and the Hospital Board on the following areas:
 - Site plans of new and existing municipal buildings;
 - Major capital purchases;
 - Significant renovations to municipal facilities;
 - Leased facilities or any other facility used as a municipal building;
 - Goods and services provided by the municipality or agents providing services under contract with the municipality.

May 29, 2008 – *Doorways to Opportunity* Open House

- The venue for the Open House was the banquet hall at the Strathcona Paper Centre in Napanee. The Strathcona Paper Centre is a fully accessible recreational facility constructed in 2004 by the Town of Greater Napanee. The purpose of *Doorways to Opportunity* was to raise awareness of the issue of accessibility in the community and to provide information on goods and services available to persons with disabilities.
- Volunteers greeted members of the public as they arrived and gave them a program guide which included the itinerary for the day's events, a list of sponsors and a floor plan of exhibitor locations. Audio CD versions of the program were supplied by VoicePrint and assistive listening systems were made available for the event by the Canadian Hearing Society. The Napanee Branch of the Royal Bank of Canada donated 500 quarters celebrating paralympic athletes and the Canadian Paraplegic Association supplied canvas bags with pens, non-allergenic hand cream, etc. which were also given to each participant. An event survey was available at the door in order to obtain feedback regarding the event. Donated door prizes were offered as an incentive to complete the surveys.
- Almost thirty exhibitors displayed the services, tools and supports available in the community for those with disabilities. School Boards, Colleges and Government Agencies were represented, as well as commercial and retail exhibitors and not-for-profit organizations.
- *A special "Seniors Tour" of the exhibits was available in the afternoon from 3:30 pm to 5:00 pm, in order to allow a preview of the event when it was less busy and congested. Free bus service was arranged to provide transportation for seniors with several pick-up locations including the County's long-term care facility, retirement residences and many senior's housing buildings throughout the community.*

- *Accessibility Recognition Awards were presented to Amherstview Foodland, Camden Variety, Land O'Lakes Tourist Association, McCormick's Country Store, O'Neill's Farm Supply Limited and Richmond Medical Pharmacy.*
- *John Kiru, the Executive Director of the Toronto Association of Business Improvement Areas (TABIA), made a presentation during the evening regarding obligations business owners have with respect to the Accessibility for Ontarians with Disabilities Act, 2005, in particular the Customer Service Standard.*
- *Andy Van Grunsven, the Alpine Paralympic skier whose goal is to ski in the Vancouver Paralympics in 2010, was the keynote speaker during both the afternoon and evening. Mr. Van Grunsven's presentation was interesting, inspirational and a definite highlight of the event.*

July 15, 2008

- The Committee received a follow-up report on the *Doorways to Opportunity* Open House. Members of the *Doorways* Sub-Committee were praised for their hard work in preparing for the event.
- The Committee reviewed information on the Accessible Customer Services Standard and directed staff to send the materials to the Napanee BIA, the Napanee Chamber of Commerce, the Tamworth-Erinsville Community Development Committee and the Bath Community Revitalization Committee.
- The draft County of Lennox and Addington 2008-09 Accessibility Plan was reviewed and approved by the Joint Accessibility Advisory Committee.

September 16, 2008

- A sub-committee was formed to investigate the possibility of the Joint Accessibility Advisory Committee having a booth/display in local fairs and trade shows, within the County of Lennox and Addington, to raise awareness of accessibility issues in the community.
- The Committee resolved to send correspondence to the Hon. Madeleine Meilleur, Minister of Community and Social Services regarding the Ministry's initiatives to involve the public and businesses, and create awareness and educational initiatives, relating to the Accessible Customer Service Standard.
- Members of the Committee commended the Town of Greater Napanee on the newly paved parking lot at the Napanee Branch Library, which enables easier access for residents with disabilities.

LOYALIST TOWNSHIP

GENERAL OVERVIEW

Loyalist Township is a growing community of 15,000+ people situated on the north shore of Lake Ontario between the Town of Greater Napanee and the City of Kingston. The Township is a blend of rural and urban areas with a number of smaller hamlets throughout, including its very own island community, accessible by ferry.

The Township offers a wide range of amenities for visitors of all interests and ages. Loyalist Parkway (King's Highway 33) runs along the lakefront, a defining feature of the Township, between Amherstview and the western boundary of the Township.

Loyalist is readily accessible from the 401 Highway, which cuts across the Township. By car, the Township is 2-3 hours from Ottawa and Toronto and less than 4 hours from Montreal. The Township is also accessible at a more leisurely pace via County Road 2 (formerly King's Highway 2).

MUNICIPAL STRUCTURE

The Corporation of Loyalist Township is governed by an elected council consisting of a Reeve, Deputy Reeve and five councillors from three wards within the township, currently serving a four year term. The Reeve and Deputy Reeve are elected at large and one councillor is elected from each of the Wards 1 (Amherst Island) and 2 (Bath) and three councillors are elected from Ward 3 (Ernestown).

The actual governing of the township follows the rules and regulations set out by the Provincial Government in the Municipal Act.

Township Council makes decisions affecting the community and the services provided by Loyalist Township.

Loyalist Township offers a wide range of municipal services including fire protection, water and sewer services, recreational facilities and programs and construction and maintenance of the municipal infrastructure.

The Township employs over 190 full and part-time staff.

The corporate structure of Loyalist Township includes seven individual department heads, namely Chief Administrative Officer, Township Clerk, Director of Finance, Director of Engineering Services, Recreation Director, Township Planner/CBO and Fire Chief.

Chief Administrative Officer (C.A.O.):

The Chief Administrative Officer (CAO) is the Senior Administrator within Loyalist Township. All Department Heads report directly to the CAO.

The key responsibilities of the CAO include:

- Providing administrative leadership to and for the municipality.
- Coordinating all departments to ensure the efficient implementation of Council policies and directives.
- Investigating, researching and preparing, either directly or through delegation, information for the development of Council policies and directives.
- Ensuring the development and administration of personnel policies including the implementation of statutory rules and regulations regarding pay equity.
- Providing advice and recommendations to Council on issues affecting the municipality.
- Preparing and implementing Loyalist Township's Strategic Plan.
- Recruiting high quality staff in accordance with Township policies.
- Ensuring effective and efficient training of Township staff.

Township Clerk

The Township Clerk's Department functions by statutory requirement.

The Township Clerk's key responsibilities are:

- Execution of various statutory duties in accordance with provincial legislation
- Council/Committee Secretariat functions
- By-law preparation and review
- Corporate records and information management
- Conducting municipal elections
- Vital Statistics
- MFIPPA Administration
- Line Fences Act, Licensing (Lottery, Transient Trader, Patio)
- Corporate Insurance
- Commissioner of Oaths
- By-law Enforcement
- Animal Control
- Crossing Guards
- Accessibility Plan and Training

Director of Finance/Treasurer

The Director of Finance is the chief financial officer of the Municipality and responsible for the Township's financial management and the administration of the Finance Department. The appointment of the Director of Finance to the statutory positions of Treasurer and Tax Collector under the Municipal Act is done by By-law of Township Council.

The key responsibilities of the Director of Finance are:

- collecting money payable to the municipality and issuing receipts for those payments
- depositing all money received on behalf of the municipality in a financial institution designated by the municipality
- paying all debts of the municipality and other expenditures authorized by the municipality
- maintaining accurate records and accounts of the financial affairs of the municipality
- providing the council with such information with respect to the financial affairs of the municipality as it requires or requests
- ensuring investments of the municipality are made in compliance with regulations

Director of Engineering Services

The Director of Engineering Services is responsible for the management and administration of Township services delivered by the following divisions within the Engineering Department:

- Roads, bridges, fleet management, sidewalks and streetlighting
- Solid waste management including administration of landfill sites, garbage collection and recycling
- Water and wastewater (sewer) utilities
- Public transit which includes bus service and Ferry operations

The Director is responsible for the preparation of long-term strategy proposals to strengthen the Township's physical development in conformity with the Township's planning commitments.

The Director also fulfills the role of Drainage and Fill Inspector

Recreation Director

The Recreation Director administers operations for:

- recreation programs
- parks and sports fields
- recreation facilities including community halls, pool, arena, library buildings, municipal buildings
- museums including Babcock Mills, Fairfield House, Neilson Store, Loyalist Bath Museum and Township owned/or operated cemeteries.

Planner/Chief Building Official (CBO)

The Planner/CBO is responsible for the management and administration of the Planning and Building Departments.

The Planner/CBO and his/her department are responsible for:

1. Co-ordination of all development review matters respecting zoning by-law amendments, consents (severances), minor variances, official plan amendments, subdivision approvals, site plan approvals, heritage designations and all matters relating to the land-use planning and heritage processes.
2. Responsible for long term land use planning and policy development for such matters as including, but not limited to, the official plan and related background studies, growth, and special planning studies and initiatives
3. Responsible for Ontario Building Code compliance and enforcement of all building construction within Loyalist Township
4. Enforcement of some municipal by-laws including zoning, sign, fencing and property standards by-law
5. Collaborate with the County of Lennox and Addington in regards to economic development.

The Planner/CBO is also Secretary-Treasurer of the Committee of Adjustment and Loyalist Township Heritage Committee, and serves on the Bath Community Revitalization Committee.

Fire Chief – Emergency Services

The Chief of Emergency Services is responsible for:

- Prepare the departmental budget and exercise control of the budget
- Arrange for the Provision of new fire stations and training facilities
- Provide liaison with the local fire fighters association
- Carry out the general administration duties of the Department
- Provide liaison with the County Fire Coordinator
- Assist the County Fire Coordinator in the preparation of a County Emergency Fire Service Plan
- Maintain training records
- Overseeing the provisions of fire training and prevention
- Prepare Municipal Emergency Plan
- Liaison with public for prevention and public education

Capital Projects Planned

As sidewalks are replaced, mountable curbs will be part of the reconstruction. This will be an ongoing process.

Council Commitment to Accessibility Planning

The Council for The Corporation of Loyalist Township is committed to:

- The continued improvement of access to all municipally owned facilities, premises and services for all persons with disabilities.
- The concept of universal design, which makes the environment more user friendly for everyone.
- The provision of quality services to members of the County community with disabilities.
- The continued participation on the Joint Accessibility Advisory Committee and support of its work to develop, recommend and monitor solutions to overcome barriers.

Recent Initiatives to Remove/Prevent Barriers

Loyalist Township has attempted to remove and prevent barriers to persons with disabilities through a number of initiatives in the years 2004 - 2008. Some of these include:

- Odessa Municipal Offices:
 - Addition and marking of new disabled parking spaces at Odessa municipal offices
 - Modifications were made to the existing public washrooms to allow access to persons in wheelchairs
 - The public washrooms were marked as handicap accessible
 - Installed single lever taps to the staff washrooms at the Odessa office.
 - Automatic door opener pads were installed/relocated to enable easier access to the building
 - Procedures were put in place to ensure that the exterior accessibility ramp would be cleared of snow and ice on an on-going basis
 - Improvements were made to the Township website to provide ease of information to all residents (including the option for large type
 - The audio system in the Council Chambers was repaired to remove communication barriers during Council meetings

- W.J. Henderson Recreation Centre:

Various accessibility improvements were made to the W.J. Henderson Recreation Centre in 1994:

- Handicapped ramps were installed at the main entrance
- Two disabled parking spaces were added (year)
- Automatic door opener pads were installed at the main entrance and arena/recreation office areas
- Handicap accessible washrooms were installed in the main lobby (year)

- Amherstview Community Hall – an accessibility retrofit was constructed that included:

1. A handicap parking space.
2. A handicap ramp was installed.
3. Wider entrance doors with automatic door openers were installed.
4. A new washroom was installed and is designed to meet current accessibility standards.

- Other Recreation Facilities:

1. Moved the Bath Museum to the Old Town Hall which has a wheel chair ramp. Previous Museum was located on a second floor with no access for disabled visitors.

- Loyalist Township Fire halls

- The Bath Fire hall was built in 2000 with a handicap accessible washroom and an automatic door opener pad
- The washrooms at the Odessa Fire hall were modified and signed to be handicap accessible, in 2005
- The washrooms at the Amherstview Fire hall were modified in 1995 and signed to indicate that they are handicap accessible

- Township Clerk's Department

The Loyalist Township Parking By-law was modified to include new disabled parking spaces.

- Engineering Services

- All future road reconstruction will include updated accessibility requirements (i.e. mountable curbs)
- In 2003, sidewalks were replaced in Bath and included mountable curbs (Heritage Drive, Bayshore Drive, Manor Road, Mott Street at Highway 33)

- The new Loyalist Township Official Plan includes proposed accessibility policies which should be adopted in December 2008 or January 2009:

<p>no existing policy</p>	<p><u>Add Section 5.11: Accessibility</u></p> <p>5.11.1 Universal physical access to publicly accessible spaces and buildings will be ensured by:</p> <ol style="list-style-type: none"> a) creating a connected network of streets, parks and open spaces that are universally accessible, including sidewalks with unobstructed pathways and curb cuts on all Township streets; b) requiring that plans for all new buildings and additions meet the guidelines set out on the County of Lennox and Addington Accessibility Plan; c) retrofitting over time all existing Township-owned buildings and open spaces that are open to the public and open spaces to make them universally accessible, and encouraging the owners of private buildings and spaces to do likewise through public education and retrofit programs. <p>5.11.2 Notwithstanding policy 5.11.1, it may not be possible or practical in all cases to ensure universal accessibility:</p> <ol style="list-style-type: none"> a) Some public buildings and open spaces perform functions that are incompatible with wide-open public access, for example water treatment plants and waste transfer stations. b) In some natural heritage areas, public access will damage natural features and functions. c) Some locations are largely inaccessible today due to adverse topography such as steep slopes, and in the absence of benign, non-intrusive technology, making them accessible would be impractical. 	<ol style="list-style-type: none"> 1. Desire to make all publicly accessible spaces fully accessible to all citizens. 2. The <i>Accessibility for Ontarians With Disabilities Act, 2005</i> sets standards for “developing, implementing and enforcing accessibility standards in order to achieve accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodation, employment, buildings, structures and premises on or before January 1, 2025”. 3. The <i>County of Lennox and Addington Accessibility Plan 2006-2007</i>, created jointly by the County and its member municipalities including Loyalist Township, commits the Township to: <ul style="list-style-type: none"> • The continued improvement of access to all municipally owned facilities, premises and services for all persons with disabilities. • The concept of universal design, which makes the environment user friendly for everyone. • The provision of quality services to members of the County community with disabilities. 4. Section 2(h.1) of the <i>Planning Act</i>, dealing with matters of Provincial interest, includes “the accessibility for persons with disabilities to all facilities, services and matters to which this Act applies”.
---------------------------	---	--

Measures to be undertaken in 2009

Loyalist Township will undertake the following measures in the coming year to identify, remove and prevent barriers to persons with disabilities:

- The Township will provide accessible customer service training for all members of Council, staff and volunteers
- The Township will review its Emergency Plan, to ensure that it includes accessibility for persons with disabilities during emergency situations
- Install an automatic door opener pad at the Amherstview Public Library
- Install an automatic door opener pad at the W.J. Henderson Recreation Centre pool entrance
- W. J. Henderson Recreation Centre - install viewing monitors that will provide more effective viewing of community of programs available to the public when visiting the Recreation Centre
- W.J. Henderson Recreation Centre - install handicap ramp and automatic door opener pad to lower level area of the arena
- W.J. Henderson Recreation Centre - widen door to arena dressing room area, public washrooms and install handicap ramps into washrooms
- To work with the Cataraqui Region Conservation Authority (CRCA) in the development of the Parrott's Bay Master Plan to ensure that the plan provides access to Parrott's Bay to persons with disabilities
- All new playgrounds will be reviewed with regard to accessibility for all children
- All new road projects will include accessibility requirements.
- Currently interviews for specific jobs, include the requirement for testing which is to be completed within a certain time limit. With the view to making the hiring process more accessible, time limits for testing will be more flexible.

Communication of the Accessibility Plan

The Loyalist Township Accessibility Plan will be posted on the Township's website and will be available at the Municipal Office in Odessa, the W.J. Henderson Recreation Centre, the Amherst Island Ferry Office and the libraries located in Odessa, Amherstview, Bath and Amherst Island.