Integrated Accessibility Standards

The Integrated Accessibility Standard Regulation regulates the following three accessibility standards:

Information and Communications

Employment

Transportation

The requirements in the regulation will be phased in between 2011 and 2025. This will give organizations time to integrate the accessibility standards into the organization's processes and practices.

The United Counties of Stormont, Dundas and Glengarry is not responsible for any form of public transportation; therefore this Standard will not be addressed in this plan.

The following section of the Accessibility Plan will deal with the Integrated Accessibility Standards and will be updated annually as part of the overall review of the Counties Accessibility Plan.

GENERAL REQUIREMENTS

Requirement	Year to be completed by	Action	Completed	Targeted
Accessibility Policies	2013	Develop & implement policies that govern accessibility through meeting the requirements of the IASR.	2012 Accessibility policies included in Personnel Policy, Fire Evacuation Manual, Purchasing Policy, Accessible Customer Service Policy, Update Accessibility Plan annually.	
Accessibility Plans	2013	Update accessibility plan annually	2012	
Accessibility Plans to include IASR Requirements	2013	IASR requirements have been included in annual Accessibility Plan.	2012	
Procurement or acquiring good, services or facilities	2013	Included accessibility requirement in procurement policy.	2013	
Kiosks	N/A			
Training	2014	Train all employees about the IASR and Human Rights Code as it relates to people with disabilities.	2012	Ongoing

INFORMATION AND COMMUNICATION

Requirement	Year to be completed by	Action	Completed	Targeted
Emergency & Public Safety Information	2012	Prepare Emergency Procedures, plans or public safety information and make available to public in accessible format.	2012	
Educational & training resources & materials	N/A			
Training to educators	N/A			
Public Libraries	2013	Provide more collections in accessible formats.	2013	Ongoing
Accessible Feedback processes	2014	Process has been included as part of Accessible Customer Service Policy	2010	
New internet website must conform with WCAG 2.0 Level A	2014	If new website is created it must comply with WCAG 2.0 Level A	2015	Ongoing
Develop, implement and maintain policies to support standard	2015	Draft Accessible Format & Communication Supports Procedure Policy to include: ✓ Timely manner to provide information requested and in accessible format ✓ At no extra cost ✓ Consult with person making request ✓ Notify the public about the availability of accessible format and communication support.	2014	
Educational or training material in accessible formats	N/A			

INFORMATION AND COMMUNICATION CONT'D

Requirement	Year to be completed by	Action	Completed	Targeted
Educational Libraries – multi-media/digital resources	N/A			
Website – must conform to WCAG 2.0 Level AA	2021	Revise County Website & Library Website	2015	Ongoing

EMPLOYMENT

Requirement	Year to be completed by	Action	Completed	Targeted
Workplace Emergency Information	2012	Safety Zones for individuals with disabilities are included as part of Fire evacuation plan. Regular drills on evacuation are completed annually. Also included in Personnel Policy is a process to request and prepare individual emergency response plan. (Section 1.4)	2012	
Workplace Information & Communication	2014	Adopted revised Personnel Policy which includes accessible employment policies which includes provision for communication in accessible format and employment related accommodation if required. (Section 1.4)	2012	
Recruitment/ Selection	2014	Revised Personnel Policy (Sections 4.2.1 c , 5.1), to include policy on accessible recruitment and selection.	2012	
Offer Letter – notification of policy for accommodating disabilities	2014	Revised Personnel Policy (Section 4.2.4 d)) to include provision for notification.	2012	

EMPLOYMENT CONTINUED

Requirement	Year to be completed by	Action	Completed	Targeted
Employee accommodation	2014	Revised Personnel Policy (Section 6) to include policy on employee accommodation including accommodation plans. Adopted revised Personnel Policy which includes employment accessibility policies which includes process to request and prepare individual accommodation plan.	2012	
Employees returning to work	2014	Policy in Health and Safety Manual, Section 8.	2012	
Performance management, career development	2014	Revised Personnel Policy (Sections 12.1.3, 24.3) to include accessibility policy on performance management and career development.	2012	
Deployment	2014	Deployment for employees with a disability is covered in revised Personnel Policy which includes employment accessibility policies. (Section 7.4)	2012	

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