

**CORPORATION  
OF THE  
TOWNSHIP OF FARADAY**



**December 2021**

*Submitted to:*  
Mayor and Council  
Township of Faraday  
December 1, 2021

*Submitted by:*  
Dawn Switzer  
Clerk-Treasurer

## Executive Summary

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The purpose of the *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)* is to benefit all Ontarians by, 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 municipal premises. To this end, the AODA mandates that each Municipality prepare a Multi-Year Plan.

This is the five year plan (2021) prepared by the accessibility working group of the Township of Faraday. The report describes the measures the Township has taken in the past and the measures the Township will take during the current year and the following four (4) years to identify, remove and prevent barriers to people with disabilities who use the facilities and services of the Township, including staff and members of the community at large.

The Corporation of the Township of Faraday strives to meet the needs of its employees and customers with disabilities and is working hard to remove and prevent barriers to accessibility.

The Corporation of the Township of Faraday is committed to fulfilling our requirement under the Accessibility for Ontarians with Disabilities Act, 2005. This accessibility plan outlines the steps we are taking to meet those requirements and to improve opportunities for people with disabilities.

Our plan shows how we will play our role in making Ontario an accessible province for all Ontarians.

The plan is reviewed and updated in consultation with persons with disabilities at least once every five (5) years.

We train every person as soon as practicable after being hired and provide training in respect of any changes to the policies.

We maintain records of the training provided including dates on which the training was provided and the number of individuals to who it was provided.

### **Past Achievements to Remove and Prevent Barriers.**

The Township of Faraday has completed the following accessibility

In the fall of 1994 – spring of 1995 a “NEW” Municipal Office was constructed which at the time was built with the intention of being able to accommodate the needs of all Ontarians. It has wheelchair accessible bathrooms / offices and council chambers.

2004 a doorbell was installed at the front entrance to the municipal office and handicap handrails were installed behind the toilets in both the men’s and women’s bathrooms.

The ramp to the front entrance was also redesigned to allow better access.

2005 a handicap parking space was designated at the municipal office and accessibility signs were installed to indicate location of entrance; and all employees received Sensitivity Training to help them better deal with persons with disabilities.

2011, new Doors with Automatic Door Openers were installed at the Community Centre.

2012, the follow work was completed at the Municipal Office:

- (i) Installation of Automatic Door Openers on two Front Entrance Doors
- (ii) Lower Section of Front Counter to meet accessibility requirements
- (iii) Replacement of Interior Door Knobs with Lever Type Door Handles
- (iv) Installation of Light Sensors in interior Offices / Rooms
- (v) Construction of Deck and Wheelchair Ramp at Emergency Exit

2014 the following work was completed at the Municipal Office and Community Centre

- (i) Installation of Light Sensors in Bathrooms at the Community Centre
- (ii) Installation of Light Sensors in the Hallway / Bathrooms and Kitchen at the Municipal Office

2020 the following work was completed on the Township of Faraday Website, [www.faraday.ca](http://www.faraday.ca)

- (i) Updated the website to make appearance, functionality and content accessible.

2021 the following work was completed at the Municipal Office

- (i) Installation of a wireless Debit machine.

## **Strategies and Actions**

The Township of Faraday is committed to providing accessible customer service to people with disabilities. This means that we will provide goods, services and facilities to people with disabilities with the same high quality and timeliness as others.

### **Customer Service.**

The Township of Faraday is committed to providing accessible customer service to people. This means that we will provide goods, services and facilities to people with disabilities with the same high quality and timeliness as others.

The Township of Faraday continues to:

- Train staff and volunteers on providing accessible customer service

- Ensure that anyone who provides service on behalf of the Township has been trained on providing accessible customer service
- Monitor customer service to ensure we are maintaining and improving upon the level of accessibility we provide in programs, services and facilities.

### **Information and Communications.**

The Township of Faraday is committed to making our information and communications accessible to people with disabilities.

The Township of Faraday continues to:

- Maintain a process for receiving and responding to feedback in ways that are accessible to people with disabilities.
- Notify the public about the availability of accessible formats and provide accessible formats, upon request.
- Provide emergency information in alternative formats, upon request.
- Maintain an accessible website and web content.
- Review documents and templates to ensure they are accessible.
- Monitor the website for compliance with accessibility standards.
- Should information be requested in braille, Township staff will try to accommodate the request by contacting the CNIB to inquire if it could be translated.

### **Employment.**

The Township of Faraday is committed to fair and accessible employment practices.

The Township of Faraday continues to:

- Notify applicants about the availability of accessibility accommodations in the recruitment process.
- Advise successful applicants about the availability of accommodations for employees with disabilities.
- Make policies on accommodating and supporting employees with disabilities.
- Provide accessible formats and/or communication supports to employees with disabilities who require it.
- Develop individual emergency evacuation plans to employees who require it.

- Document individual accommodation plans for employees with disabilities.
- Offer a return to work process for employees with disabilities.

### **Procurement**

The Township of Faraday is committed to fair and accessible employment practices.

### **Training.**

The Township of Faraday is committed to providing training in the requirements of Ontario's accessibility laws and the Ontario Human Rights Code as it applies to people with disabilities.

The Township of Faraday will continue to:

- Staff and Volunteers are required to have refresher training on all Township plans and policies as it relates to people with disabilities.
- New staff are trained as soon as practicable after being hired on the Township policies as it relates to people with disabilities.
- Training provided through the Ontario Human Rights Commission and Access Forward (Integrated Accessibility Standards Regulations)
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### **Design of Public Spaces.**

The Township of Faraday will meet accessibility laws when building or making major changes to public spaces.

### **Disruptions.**

The Township of Faraday will put procedures in place to prevent service disruptions to the accessible parts of our public spaces.

For more information on this accessibility plan, please contact the Municipal office at 613-332-3638, or email [office@faraday.ca](mailto:office@faraday.ca).

Our accessibility plan is publicly posted at [www.faraday.ca](http://www.faraday.ca)

Standard and accessible formats of this document are free on request to the Municipal office, 613-332-3638, or email [office@faraday.ca](mailto:office@faraday.ca).