



## **2009**

### ***Accessibility Plan***

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# Township of Scugog



## Scugog Profile

The Township of Scugog is located 65 kilometres northeast of Toronto, on the shores of Lake Scugog, and provides the closest access point to the Trent Severn Waterway in the Greater Toronto Area. It combines the benefits of proximity to a large metropolitan area with the heritage and values of a small community.

Main industries include agriculture, tourism and light manufacturing. There is an excellent network of Regional Roads and Provincial Highways. The Township has access to GO Transit and Durham Region Transit, including Accessible Transit.

Education needs are met with both elementary and secondary schools. The Lakeridge Health Corporation operates a 24 bed hospital, complete with helicopter pad.

Port Perry is the primary urban centre in the Township. Victorian-era buildings make shopping and fine dining a pleasure. Scugog boasts a wide variety of parks, beaches and sports fields as well as The Trans-Canada and Oak Ridges Moraine Trails and the Nonquon Wildlife Preserve.

The Scugog Community Recreation Centre offers a twin-pad arena, a skateboard park, beach volleyball courts, ball diamonds, soccer pitches and a Community Centre. Other recreational facilities include the Blackstock Arena, Community Halls and 2 fairgrounds. Cartwright Fields, found in Nestleton offers additional sports fields, trails and gardens.

Culture abounds in Scugog with an enthusiastic Arts Council and Performing Arts Centre, as well as an active museum village that, along with the First Nations of Scugog Island, preserves local heritage. Throughout the year volunteer groups host numerous activities and events including concerts; craft shows; antique fairs; dragon boat racing, rowing regattas; classic car shows; agricultural fairs and festivals.

## Number of People Employed by Each Industry

Agriculture and other resource based:	780
Construction:	995
Manufacturing:	1,550
Wholesale Trade:	550
Retail Trade:	1,445
Finance and Real Estate:	655
Health Care and Social Services:	985
Educational Services:	1,000
Business Services:	1,935
Other Services:	2,160

*(2006 stats Canada)*

Land Area: **474.63** Square km

Population: **21,439**

*In addition to its close proximity to the lake and its beautiful historic downtown, tourist attractions in the Township of Scugog include The Great Blue Heron Charity Casino (1.25 million visitors annually), Town Hall 1873—Centre for Performing Arts, Ocala Orchards/Winery, and the Woodman Cruises*



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## Mayor's Message

On June 14, 2005 the new Accessibility for Ontarians with Disabilities Act received Royal Assent. The legislation builds on the previous Ontarians with Disabilities Act 2001 and aims to provide a fully accessible Ontario in 20 years. By 2010, the Township along with other municipalities in Ontario will also have to comply with a new Accessible Customer Service Standard and in 2009 much work must be done on policies and practices to implement this standard.

The Township of Scugog has been actively working to improve accessibility in the community since 2003 and this is our 6<sup>th</sup> report to you on our progress. I am very pleased to report that in 2008 we made significant gains on our objectives although much still remains to be done. Council and staff view accessibility as providing our residents with full citizenship and the ability to readily use all our services. With the help and expertise of the Scugog Accessibility Committee, we can continue to work towards full inclusion. Whether it is our sidewalks, our buildings and facilities, parking spaces, or Township customer service we continue to review every project, and service with improvements for better accessibility as one of our goals.

I urge all citizens and businesses to join in this community-wide effort to remove existing barriers and prevent new barriers in our Township. We look forward to continuing our work in 2009, and are proud to present our Accessibility Plan.

A complete report on all objectives and action items is also available on the Township website at [www.scugog.ca](http://www.scugog.ca). In accordance with the Accessibility for Ontarians Disabilities Act 2005, I certify that the information contained in this report is accurate.

Marilyn Pearce  
Mayor – Township of Scugog

## **TOWNSHIP OF SCUGOG.....Goal and Mandate**

The Township of Scugog is currently in the process of accessibility planning and our commitment and goal is:

**TO BE A BARRIER FREE MUNICIPAL SERVICE PROVIDER**

And our Mandate is:

**TO IDENTIFY, REMOVE AND PREVENT BARRIERS TO  
MUNICIPAL  
SERVICES AND FACILITIES WITHIN REASONABLE TIME  
FRAMES.**

*January 14, 2008*

***Council demonstrates their commitment to accessibility by endorsing the following recommendation:***

**THAT** Every standing Committee and every Special Committee shall, in preparing its recommendations concerning Municipal by-laws, policies, programs, practices and services, consider and have regard for the identification, removal and prevention of barriers to persons with disabilities;

**AND THAT** this statement be included in all future Township Accessibility Plans and future updates of the Official Plan for the Township.

## **Acknowledgments**

Acknowledging those that have worked together and have contributed their time and expertise in the creation of the 2009 Township of Scugog Accessibility Plan:

**Mayor Marilyn Pearce & Members of Council**  
**The Scugog Accessibility Advisory Committee (SAAC)**  
**Ms. Bev Hendry, CAO**  
**Ms. Kim Coates, Municipal Clerk**  
**Mr. Gene Chartier, Com. Of Planning & Public Works**  
**Mr. John Sellars, Dir. of Parks, Recreation & Culture**  
**Chief Richard Miller, Scugog Fire Department**  
**Ms. Amy Cauglin, CEO, Scugog Memorial Library**  
**Mrs. Barbara Condie, Committee Coordinator, SAAC**

A barrier-free municipality is defined as one that successfully strives to prevent and remove all barriers in order to promote equal opportunity and participation by residents and visitors with disabilities. There are many kinds of barriers, a physical barrier, an architectural barrier, an information or communications barrier, an attitudinal barrier, a technological barrier and organizational barriers (policy, practice and protocol).

(Please refer to Appendix A for a further description of barriers)

The Township of Scugog has shown their commitment to prevent and remove barriers throughout the Municipality with this their 6<sup>th</sup> Annual Accessibility Plan.

## **Message from the Chairperson**

### **Scugog Accessibility Advisory Committee (SAAC):**

I would like to thank all of the volunteers that sit on this advisory committee for their commitment and many hours of work. They are truly dedicated to the cause of making Scugog fully accessible by the year 2025 as per the Accessibility for Ontarians Disability Act (AODA).

While the year 2025 seems a large number of years away we have a lot of work ahead of us to make Scugog fully accessible in the next 18 years. With strategic planning and specific action steps we diligently work towards that vision.

We are very fortunate to have the support and direction of Mayor Marilyn Pearce, Scugog Council and Township Staff. Without them working with us we could not advance. It is the privilege of this Committee to provide accessibility input on the various 2007 Township initiatives, namely, the new Township Website, the Port Perry Downtown Development Strategy, the Scugog Cultural Space Proposal, New Street Signage, New Development/ Site Plan Review and more. It shows us that Scugog wants to ensure that their community is inclusive. It shows us that they have the foresight to plan ahead and incorporate emerging AODA requirements and Provincial Standards that municipalities are required to conform to.

We look forward to our continued work in making Scugog inclusive and accessible to all!

Yours Truly,

Edie Forsyth  
Chairperson, SAAC

## ***The Scugog Accessibility Advisory Committee 2007-2010***

<b>Chairperson</b>	Ms. Edie Forsyth
<b>Council Liaison</b>	Councillor Cecil Lamrock
<b>Members</b>	Mr. Dan Brown Ms. Diana Fletcher Ms. Samantha Hillis Ms. Kathy Payne-Mercer Mr. Clem Scanes Mrs. Marjory Ueckert Ms. Erika van Harten Ms. Lindsey Young
<b>Youth Member</b>	Mr. Oliver Malinowski
<b>Committee Coordinator</b>	Mrs. Barbara Condie

The Scugog Accessibility Advisory Committee consists of residents from the Township of Scugog and each member has been appointed by Council to act in offering guidance and advice to Council and Township Staff in the development of the Annual Scugog Accessibility Plan. Over half of the members of the SAAC are people with disabilities. Many hours of service are required in the establishment of the Scugog Accessibility Plan and the Community is very fortunate to have such dedicated individuals come forward to volunteer their time and efforts to ensure ***Accessibility for All.***

## **SAAC'S VISION & MISSION STATEMENTS**

**THE SCUGOG ACCESSIBILITY ADVISORY COMMITTEE'S**

### ***VISION***

**SCUGOG TOWNSHIP WILL COMMIT TO BE A  
WELCOMING AND INCLUSIVE COMMUNITY  
BY EMBRACING ACCESSIBILITY AND OPPORTUNITY FOR ALL**

### ***MISSION***

**THE SCUGOG ACCESSIBILITY ADVISORY COMMITTEE WILL  
WORK IN PARTNERSHIP WITH THE COMMUNITY TO IDENTIFY  
AND ELIMINATE BARRIERS FOR PEOPLE WITH DISABILITIES.**

### **Acknowledgement of Past Members**

Reg. Councillor Jim McMillen  
Councillor Georgia Brock  
Councillor Larry Corrigan  
Mr. Gerald Cochrane  
Mr. Bruce Colwell  
Mr. Larry Doble  
Mr. Ron Dudley

Ms. Mia Fairley  
Ms. Pat Longmuir  
Mr. Jack Moore  
Mr. Kevin Knight  
Ms. Linda Parent  
Ms. Penny Pettypiece  
Mr. Paul Woodcroft

## Persons with disabilities...

People with disabilities represent a significant and growing part of our population.

According to Statistics Canada,

- Approximately 4.4 million people in Canada have disabilities representing 14.3% of Canadians;
- 1.85 million Ontarians have disabilities representing 15.5% of Ontarians; this number will grow as the population ages;
- translates into approximately 3,300 people with disabilities in the Township of Scugog;

This figure is expected to increase to three million people or 20% of the population by the year 2025. Enhancing the ability of people with disabilities to have equal access to opportunities, live independently and contribute to the community will have positive effects on future prosperity in Ontario....*Thus* the introduction of the ***Ontarians with Disabilities Act, 2001*** (ODA).

The ***ODA, 2001*** was built on the strong foundation of the **Human Rights Code** that protects the rights of all Ontarians. The purpose of the legislation was to improve access and inclusiveness for people with disabilities. Municipalities with a population in excess of 10,000 people were required to develop annual accessibility plans to ensure that policies, programs and services were reviewed to address and remove existing barriers within reasonable time frames and prevent new barriers from being created.

## **Accessibility for Ontarians Disability Act (AODA), 2005**

Considered a parallel implementation to the *Ontario Disabilities Act of 2001*(ODA), the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) received royal assent and came into effect in June 2005. Unlike the ODA, 2001 which required Public Sector (government based corporations such as Municipalities, Ministries, School Boards & Hospitals) to plan for Accessibility, the **AODA, 2005** applies to **both the Public and Private Sectors** covering every aspect of life available to the public.

The goal of the **AODA, 2005** is to ensure that all Ontarians with disabilities have full access to goods, services, facilities, accommodation, employment, building structures and premises by **January 1, 2025**. The legislation uses the same definition for disabilities as the human rights legislation. **Appendix A** to this document sets out the definition of disability.

This goal will be achieved through the development, implementation and enforcement of provincially-set accessibility standards in the areas of **Customer Service, Information and Communication, Transportation, Employment and Built Environment**.

A Standard is an agreed way of doing something. A standard allows consumers, business and government to have a common understanding of a product, service or business process. It may be voluntary or regulated by law. And it can be local or international in scope.

Under the Act, standards set out the rules that will help make Ontario more accessible. Proposed accessibility standards will be developed and recommended to the Minister of Community and Social Services by Standards Development Committees (SDCs), SDCs have been made up of members of the community, business, the broader public sector such as hospitals and school boards, Ontario government ministries, people with disabilities and representatives of people with disabilities.

The public will have an opportunity to review and make comments on the proposed accessibility standards that the SDCs will ask the Minister to consider. A notice will be posted on the Ministry website at <http://www.mcscs.gov.on.ca/mcscs/english/pillars/accessibilityOntario> when proposed accessibility standards are ready for public review and comment.

The Township of Scugog and the Scugog Accessibility Advisory Committee encourages the community to visit the Ministry of Community and Social Services Web Site to follow the evolution of a fully accessible Ontario by 2025.

Following the public comment period, the Minister will decide what proposed standards will be recommended to become a regulation. Once adopted by regulation under the *Accessibility for Ontarians with Disabilities Act, 2005*, these standards will provide rules, guidelines or procedures for activities related to the accessibility for goods and services for all Ontarians.

### **Reporting on the AODA Standards:**

With the development and public release of four (4) of the five (5) AODA Standards, the Township of Scugog has chosen to change the format of the Accessibility Plan to a document that reports on each of the AODA Standards. The pages to follow will provide a background on each standard, will report on the accomplishments made to date on each standard and provide a description of the proactive, accessible measures that the Township of Scugog will be pursuing during 2009 in order to reach compliance with each individual standard enactment.

<b>Customer Service Standard</b>	
<b>Background</b>	<p>The Customer Service Standard within the Accessibility for Ontarians with Disabilities Act, 2005 was adopted into regulation in July, 2007 with compliance required by the public sector by January 1, 2010.</p> <p>The regulation outlines some things you must do in order to ensure you are providing accessible customer service to people with various kinds of disabilities. Please visit the following link to view the list of requirements <a href="http://www.mcass.gov.on.ca/mcass/english/pillars/accessibilityOntario/accession/compliance/customer/what_comply">http://www.mcass.gov.on.ca/mcass/english/pillars/accessibilityOntario/accession/compliance/customer/what_comply</a> .</p> <p>The Township of Scugog as a public sector organization must comply with the standard by January 1, 2010. If you are a private business, non-profit or service provider with at least one employee, you must comply by January 1, 2012.</p>
<b>Accomplishments to Date</b>	<p>The Township of Scugog did take a proactive approach in December, 2007 by providing sensitivity (accessibility) training to all Township staff. Township Staff were very receptive to the half day training exercise and described the exercise as “eye opening”. Knowledge was gained on various challenges that people may face by participating in five interactive workshops that were provided during the training session.</p> <p>The Training exercise stressed the importance of treating all members of the public with dignity and respect and taking time to ask “How may I help you?”</p>

<b>What will we be doing in 2009?</b>	<p>An AODA Working Group (Management Team) has been in place at the Township of Scugog since the inception of the ODA, 2001. The Management Team has worked closely with, and sought the advice of, the Scugog Accessibility Advisory Committee (SAAC) in the development of an annual Accessibility Report and Plan.</p> <p>A Customer Service Advisory Group consisting of a front line Staff Member from each department and championed by the Clerk has been established to provide advice to the AODA Working Group in the development of an Accessible Customer Service Policy for Scugog.</p> <p>The policy will be accompanied by standard operating procedures and must speak specifically to the use of service animals, support persons, notice of temporary disruption, the training that will be provided and the feedback process.</p> <p>Once the policy is introduced and adopted by Council, there will be a need to incorporate a training implementation development plan whereby a Corporate wide training process will ensue to reach compliance by January 1, 2010.</p> <p>Training will be on-going as various standard operating procedures evolve with the innovation or introduction of new services and accessible devices.</p>
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<p><b>Information &amp; Communication Standard</b></p>	
<p><b>Background</b></p>	<p>The Ontario government released the proposed Accessible Information and Communications Standard for public review on November 17, 2008. The proposed standard outlines how businesses and organizations may be required to provide accessible public information in various formats such as online, print, verbal and digital.</p> <p>Information on the proposed standard can be found on the Ministry of Community and Social Services website.</p> <p><a href="http://www.mcass.gov.on.ca/mcass/english/pillars/accessibilityOntario/accesson/business/informati on/">http://www.mcass.gov.on.ca/mcass/english/pillars/accessibilityOntario/accesson/business/informati on/</a></p>
<p><b>Accomplishments to Date</b></p>	<p>What the Township of Scugog has done to be proactive in the area of Information and Communication include but is not limited to the following:</p> <ul style="list-style-type: none"> <li>▪ The Township of Scugog Web Site, an integral part to the information and communication flow, was redesigned and introduced in 2008. The site was checked for W3C compliance, colours were chosen in compliance with CNIB guidelines and a low band text version was integrated in an attempt to create inclusiveness;</li> <li>▪ The use of Arial 14 Font is endorsed as Corporate policy to create uniformity throughout documents;</li> </ul>

<b>Accomplishments to Date</b>	<ul style="list-style-type: none"><li>▪ Infrared listening system for use at Public Meetings has been investigated for compatibility and feasibility of installation in association with the present Council Audio Equipment;</li><li>▪ Correspondence is reviewed to ensure readability;</li><li>▪ The Township of Scugog Fire Department is recognized throughout the Region of Durham for their initiative during 2008 which encourages persons with disabilities/special needs to add their name to a resource list that will aid in their ability to provide information regarding special needs to emergency service personnel in the event of an emergency;</li><li>▪ Parks, Recreation and Culture have applied and received funding for an accessible electronic message board at the entranceway to the Scugog Recreation Complex and Cultural Centre. Installation will take place in 2009;</li><li>▪ Replacement of street name signs with larger fonts began in 2008 and will continue in 2009.</li></ul>
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<p><b>What will we be doing in 2009?</b></p>	<p>Township Staff, in association with the Scugog Accessibility Advisory Committee have completed a full review of the Information and Communication Standard and provided their comments to Council for their endorsement and submission to the Ministry of Community and Social Services by the February 6, 2009 deadline for Public comment.</p> <p>The Planning &amp; Public Works Department has recently incorporated the use of disc (CD) to share large document information electronically as a means of accessible communication; the disc includes more accessible formats (Word instead of PDF) in the request for public comment on the Draft Official Plan.</p> <p>The Township of Scugog will continue to replace Street Name Signs with a larger font size for ease of readability.</p> <p>The Township of Scugog will be including a line for funding in the Township budget and in the prepared draft application for an Enabling Grant. The Township of Scugog intends to install the infrared listening system in Council Chambers pending the availability of funding through the Grant process.</p> <p>The Township of Scugog will continue to ensure compliance with the proposed Information and Communication Standard and to build on the new Web Site which will be utilized to disseminate important information in an accessible format to the public.</p>
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<p><b>Employment Accessibility Standard</b></p>	
<p><b>Background</b></p>	<p>On February 18, 2009 the Ministry released the Employment Accessibility Standard for a public review period. The goal of the proposed standard is to set out specific requirements for the recruitment, retention and accommodation of people with disabilities, and applies to all organizations in Ontario with at least one employee.</p> <p>The Township of Scugog, in association with the Scugog Accessibility Advisory Committee, will be reviewing the proposed Employment Standard and providing their comments by the May 22, 2009 deadline and would encourage those that are interested in reviewing and making comment to visit <a href="http://www.mcass.gov.on.ca/mcass/english/pillars/accessibilityOntario/accession/business/employment/">http://www.mcass.gov.on.ca/mcass/english/pillars/accessibilityOntario/accession/business/employment/</a>.</p>
<p><b>Accomplishments to Date</b></p>	<p>The Township of Scugog has included within their Human Resources Hiring Policy and, has always expressed that they are, <b>an equal opportunity employer.</b></p> <p>The Township presently employs, retains and provides assistance to all employees, including those requiring special accommodation.</p> <p>The Township continues to provide School Co-Op opportunities to secondary and post secondary students, including students with special needs.</p>

<b>What will we be doing in 2009?</b>	<p>The Township of Scugog, in association with the Scugog Accessibility Advisory Committee, will review and submit comment on the proposed Employment Accessibility Standard by the May 22, 2009 revised deadline for public comment.</p> <p>The Township of Scugog will begin a review of the current human resources policies and procedures to ensure that recruitment, selection and hiring of people with disabilities and accommodation practices for employees with disabilities is clearly identified and included within the present policies and procedures to ensure compliance with the Employment Accessibility Standard on or before the date suggested for compliance which is within one year after this standard becomes law.</p>
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<b>Transportation Standard</b>	
<b>Background</b>	<p>The Transportation Standard was originally released for public review in July 2007. The Transportation Standards Committee has since revised the initial proposed Standard to reflect the public input. The final proposed standard has now been submitted to the Minister of Community and Social Services for consideration as law.</p> <p>Please visit the following link to view the proposed Transportation Standard  <a href="http://www.mcass.gov.on.ca/mcass/english/pillars/accessibilityOntario/accesson/business/transportation/">http://www.mcass.gov.on.ca/mcass/english/pillars/accessibilityOntario/accesson/business/transportation/</a></p>
<b>Accomplishments to Date</b>	<p>Although modes of Transportation are formally the responsibility of the Region of Durham - Durham Transit, the Township of Scugog sought and was instrumental in the development of a transit system that was not only accessible but offered connect-ability to hospitals, colleges, universities and Go Transit Systems to the South Corridor of Durham Region.</p> <p>The Township of Scugog has also been instrumental in recognizing and developing a partnership between local Taxi Companies and Durham Specialized Transit. The Township of Scugog now has Accessible Taxi Service available to persons with disabilities that have registered with Durham Specialized Transit available to them at a reasonable rate.</p>

<b>What will we be doing in 2009?</b>	The Township of Scugog will continue to monitor the progress of the Transportation Standard and will continue to advocate the need for northern (accessible) transit services with the Region of Durham, Durham Transit and local Accessible Taxi Services.
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<b>Built Environment Standard</b>	
<b>Background</b>	<p>The Built Environment Standards Committee Members are presently meeting and they anticipate that a draft standard will soon be available for public comment that will address accessibility to, from and within buildings and facilities as well as outdoor spaces such as sidewalks, trails, parks and playgrounds, etc.</p> <p>Please visit the Ministry of Community and Social Services Web Site and watch as the Built Environment unfolds:  <a href="http://www.mcsc.gov.on.ca/mcsc/english/pillars/accessibilityOntario/accesson/business/environment/">http://www.mcsc.gov.on.ca/mcsc/english/pillars/accessibilityOntario/accesson/business/environment/</a></p>
<b>Accomplishments to Date</b>	<p>The Township of Scugog is taking a proactive approach with respect to the Built Environment by the inclusion of, but not limited to the following:</p> <ul style="list-style-type: none"> <li>▪ Incorporated recommended directions regarding accessibility into the Downtown Development Strategy;</li> <li>▪ Acknowledged requirements for further policy direction on accessibility in the Urban Design Guidelines and Official Plan Review background documents. Will carry these concepts forward into the updated plans;</li> <li>▪ Updated sidewalk design standards and guidelines in the Township Design Criteria and Standard Detail Drawings;</li> <li>▪ Referenced more current OPSD standard drawings for sidewalks in construction contracts in lieu of outdated Township of Scugog standards;</li> </ul>

<p><b>Accomplishments to Date</b></p>	<ul style="list-style-type: none"> <li>▪ Constructed new and replacement sidewalk on Union Avenue (490 m<sup>2</sup>), King Street (780+105 m<sup>2</sup>), Ottawa Street (410 m<sup>2</sup>) and Paxton Street (885+505 m<sup>2</sup>);</li> <li>▪ Replaced approximately 675 m<sup>2</sup> of sidewalk throughout Port Perry, including several new ramps, first pedestrian bump-out at Queen and Perry Streets (in keeping with accessible design guidelines) and pedestrian area at Town Hall 1873;</li> <li>▪ Initiated design of Water Street reconstruction, including sidewalk to library; design in progress; will be completed and constructed in 2009. Sidewalk will be included in project, as well as Public Square on Queen Street, east of Water Street;</li> <li>▪ Partnerships with charitable organizations that utilize Township of Scugog owned facilities, has provided great success. The partnerships have been successful by securing the necessary funding from the Ontario Trillium Grant Foundation to provide various accessibility enhancements such as elevators, ramps, accessible washrooms, accessible door openers, and inclusion of contrasting colours as per CNIB guidelines to a number of the facilities;</li> <li>▪ Process in place – SAAC Site Plan Sub Committee - review buildings, structures and premises which are purchased, constructed, significantly renovated or leased by the Township of Scugog and review the site plans and drawings for new development, in terms of their access for persons with disabilities.</li> </ul>
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**What will we be doing in 2009?**

- Installation of accessible features - automatic door openers into washrooms and boardrooms; installation of parallel grab bars in all accessible washroom cubicles; installation of lower mirrors; - where these items are presently absent in the Main Municipal Office. The cost has been included in the budget line and pending the provision of funding from Enabling Grant;
- Incorporate accessibility policies into the Township of Scugog, Official Plan and Guidelines into complementary documents (i.e. Urban Design Guidelines, etc.);
- Updated sidewalk design standards and guidelines in the Township Design Criteria and Standard Detail Drawings;
- Develop an accessibility checklist to be utilized by Staff and SAAC that will assist in the review of all new development/planning applications on commercial, institutional and multi-residential development applications;
- Repair existing sidewalk (\$100,000 budgeted for sidewalk repairs and replacement);
- Construct/reconstruct sidewalk on Water Street (including Queen Street public square) and John Street in conjunction with road projects;
- Complete construction of a new accessible Playground and Splashpad in Palmer Park;

<p><b>What will we be doing in 2009?</b></p>	<ul style="list-style-type: none"><li>▪ Begin construction of a new, accessible Cultural Centre at the Scugog Recreation Complex – new signage, sliding doors (accessible) at front entrance and accessible rear entrance;</li><li>▪ Begin construction of an accessible addition to the Scugog Memorial Library with new sidewalk construction that will provide connect-ability from parking areas and the downtown core;</li><li>▪ Installation of ramped access to Nestleton and Cartwright Halls pending Trillium Grant Funding;</li><li>▪ Begin facility audit process targeting high traffic flow facilities first.</li></ul>
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## **In Conclusion:**

Please visit the Township of Scugog at our Web Site

<http://www.township.scugog.on.ca/>

The 2008 Progress Report and 2009 – Key Activities for the Township of Scugog is now available and does include many of the initiatives described throughout this the 6<sup>th</sup> Annual Accessibility Plan.

Please see link below:

<http://www.township.scugog.on.ca/uploads/1236193710-2009%20Progress%20Report.pdf>

### **THE JOINT WORKPLAN COMMITMENT**

Members of the Township Staff Working Group and the Scugog Accessibility Advisory Committee will meet a minimum of 2 times annually and/or as often as deemed necessary to ensure that commitments to remove barriers are being achieved in a timely manner and to discuss barriers to be considered for future endeavours in keeping with the commitment of the Township.

**TO BE A BARRIER FREE MUNICIPAL SERVICE PROVIDER**

### **Glossary of Key Terms and Definitions**

Anything that prevents a person with a disability from fully participating in all aspects of society because of his or her disability, including a physical barrier, an architectural barrier, an information or communications barrier, an attitudinal barrier, a technological barrier, a policy or a practice (obstacle).

#### **Barrier Identification Process**

Any process or methodology used to determine what barriers exist, where barriers exist and other information. Examples of a barrier identification process may include surveys, audits or customer feedback.

#### **Disability Means:**

The Legislation uses the same definition for disabilities as human rights legislation. Disability Means:

- (a) any degree of physical disability, infirmity, malformation or disfigurement that is caused by bodily injury, birth defect or illness and, without limiting the generality of the foregoing, includes diabetes mellitus, epilepsy, a brain injury, any degree of paralysis, amputation, 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*.

### **Types of disability and functional limitations**

A person's disability may make it physically or cognitive hard to perform everyday tasks. Listed below are different kinds of disabilities and the effects of these limitations on an individual's ability to perform everyday tasks.

#### **1. Physical**

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Physical disabilities include minor difficulties moving or coordinating a part of the body, muscle weakness, tremors and in extreme cases, paralysis in one or more parts of the body. Physical disabilities can be congenital, such as Muscular Dystrophy; or acquired, such as tendonitis.

Physical disabilities affect an individual's ability to

- Perform manual tasks, such as hold a pen, grip and turn a key, type on a keyboard, click a mouse button, and twist a doorknob
- Control the speed of one's movements
- Coordinate one's movements
- Move rapidly
- Experience balance and orientation
- Move one's arms or legs fully, e.g. , climb stairs
- Move around independently, e.g., walk any distance, easily get into or out of a car, stand for an extended period
- Reach, pull, push or manipulate objects
- Have strength or endurance

#### **2. Sensory**

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##### **Hearing**

Hearing loss includes problems distinguishing certain frequencies, sounds or words, ringing in the ears and total (profound) deafness. A person who is deaf, deafened or hard-of-hearing may be unable to use a public telephone, understand speech in noisy environments, or pronounce words clearly enough to be understood by strangers.

### **Speech**

Speech disability is a partial or total loss of the ability to speak. Typical voice disorders include problems with

- Pronunciation
- Pitch and loudness
- Hoarseness or breathiness
- Stuttering or slurring

### **Vision**

Vision disabilities range from slightly reduced visual acuity to total blindness.

A person with reduced visual acuity may have trouble reading street signs, recognizing faces, or judging distances. They might find it difficult to manoeuvre, especially in an unfamiliar place. He or she may have a very narrow field of vision, be unable to differentiate colours, have difficulties navigating or seeing at night, or require bright lights to read. Most people who are legally blind have some vision.

### **Deaf-blind**

Deaf-blindness is a combination of hearing and vision loss. It results in significant difficulties accessing information and performing activities of daily living. Deaf-blind disabilities interfere with communication, learning, orientation and mobility.

### **Smell**

Smell disability is the inability to sense, or a hypersensitivity to, odours, scents or chemicals or may be unable to identify dangerous gases, smoke, fumes and spoiled food.

### **Taste**

Taste disability limits the ability to experience the four primary taste sensations: sweetness, bitterness, saltiness and sourness. A person with a taste disability may be unable to identify ingredients in food, spoiled food, or noxious substances.

### **Touch**

Touch disability alters the ability to sense surfaces and their texture or quality, including temperature, vibration and pressure. Touching sensations may be heightened, limited, absent (numbness), or may cause pain or burning. A person with a touch disability may be unable to detect (or be insensitive to) heat, cold or changing temperatures. Alternatively, a person with a touch disability may be hypersensitive to sound, physical vibrations, or heated surfaces or air.

## **3. Cognitive**

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### **Intellectual**

An intellectual disability affects an individual's ability to think and reason. The disability may be caused by genetic factors (e.g., Downs Syndrome), exposure to environmental toxins (as in Fetal Alcohol Syndrome), brain trauma and psychiatric conditions.

A person with an intellectual disability may have difficulty with

- Language: understanding and using spoken or written information
- Concepts: understanding cause and effect
- Perception: taking in and responding to sensory information
- Memory: retrieving and recognizing information from short- or long-term memory
- Recognizing problems, problem solving and reasoning

### **Mental Health**

There are three main kinds of mental health disabilities:

- Anxiety: a state of heightened nervousness or fear related to stress
- Mood: sadness or depression
- Behavioural: being disorganized; making false statements or inappropriate comments; telling distorted or exaggerated stories

People with mental health disabilities may seem edgy or irritated; act aggressively; exhibit blunt behaviour; be perceived as being pushy or abrupt; start laughing or get angry for no apparent reason.

### **Learning**

Learning disabilities are disorders that affect verbal and non-verbal information acquisition, retention, understanding, processing, organization and use. People with learning disabilities have average or above-average intelligence, but take in information, retain it, and express knowledge in different ways. Learning disabilities affect reading comprehension and speed; spelling; the mechanics of writing; manual dexterity; math computation; problem solving; processing speed; the ability to organize space and manage time; and orientation and wayfinding.

### **4. Other**

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Disabilities result from other conditions, accidents, illnesses, and diseases, including ALS (Lou Gehrig disease), asthma, diabetes, cancer, HIV/AIDS, environmental sensitivities, seizure disorders, heart disease, stroke, and joint replacement.

*Taken from: A Guide to Annual Accessibility Planning*

**Types of Barriers**

<b>Barrier Type</b>	<b>Example</b>
Physical	A door knob that cannot be operated by an elderly person with limited upper-body mobility and strength
Architectural	A hallway or door that is too narrow For a wheelchair or scooter
Informational	Typefaces that are too small to be Read by a person with low vision
Communicational	A manager who talks loudly when addressing a deaf employee
Attitudinal	A recreational swimming program which discourages people with developmental disabilities from Participating
Technological	Information on a municipal web site, which cannot be accessed by a person who is blind has reading software for a computer
Policy/Practice	A practice of announcing important messages over an intercom that people with hearing impairments cannot hear clearly

*Taken from: A Guide to Annual Accessibility Planning*



## 2009 ACCESSIBILITY PLAN

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