

TOWNSHIP OF SOUTH STORMONT INTEGRATED ACCESSIBILITY STANDARDS - SUPPLEMENT TO THE ANNUAL ACCESSIBILITY PLAN

Requirements	Year to be completed by	Action	Completed	Targeted
General Requirements				
Accessibility Policies	2013	Develop & implement policies that govern accessibility through meeting the requirements of the IASR.	Accessible Communications Policy; Complete January 2015	
Accessibility Plans	2013	Update accessibility plan annually.	2014	
Accessibility Plans to include IASR Requirements	2013	IASR requirements have been included in annual Accessibility Plan.	2013	
Procurement of acquiring goods, services or facilities	2013	Include accessibility requirements in procurement policy.	2015	
Kiosks				Possible in future
Training	2014	Train all employees about the IASR and Human Rights Code as it relates to people with disabilities.	2015	2016
Information and Communication				
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	N/A			

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Information and Communication				
Accessible feedback processes	2014	Process has been included as part of Accessible Customer Service Policy.	2010	Updated forms for submission have been added to website (2014)
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.	2013 - New website	
Develop, implement and maintain policies to support standard	2015	Draft Accessible Format & Communication Supports Procedure Policy to include: 1. Timely manner to provide information requested in an accessible format 2. At no extra cost 3. Consult with person making request 4. Notify the public about the availability of accessible format and communication of support.	2015	
Educational or training material in accessible formats	N/A			
Educational libraries - multi media/digital resources	N/A			
New internet website must conform with WCAG 2.0 Level AA	2021	Revise Township website.	2013 - New website	
Employment				
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. In addition, a policy will be adopted for Employment Accessibility that will include processes to request and prepare individual emergency response plans.	2016	

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Employment				
Workplace Information & Communication	2014	A revised Personnel Policy will be adopted that will include accessible employment policies with provisions for communication in accessible formats and employment related accomodation if required.	2016	
Recruitment/Selection	2014	The revisions to the Personnel Policy will include a policy on accessible recruitment and selection.	2016	
Offer Letter - notification of policy for accomodating disabilities	2014	The revisions to the Personnel Policy will include provisions for notification	2016	
Employee accomodation	2014	The revisions to the Personnel Policy will include employee accomodation and accomodation plans. In addition, the revisions will include employment accessibility policies for requesting and preparing individual accomodation plans.	2016	
Employees returning to work	2014	Policy in Health & Safety Manual.	2016	
Performance management, career development	2014	The revisions to the Personnel Policy will include an accessibility policy on performance management and career development.	2016	
Deployment	2014	Deployment for employees with a disability will be covered in the revised Personnel Policy that includes employment accessibility policies.	2016	