

**THE CORPORATION OF THE TOWNSHIP OF BALDWIN**

**BY-LAW NO. 721**

**BEING a By-law to Adopt a Municipal Accessibility Plan**

**WHEREAS** the Province of Ontario has passed the *Ontarians with Disabilities Act*;

**AND WHEREAS** the Ontarians with Disabilities Act mandates that each year the Council of every municipality shall prepare an accessibility plan which shall address the identification, removal and prevention of barriers to persons with disabilities in the municipality's by-laws and in its policies, programs, practices and service;

**NOW THEREFORE** the Council of the Corporation of the Township of Baldwin enacts as follows:

1. The "Municipal Accessibility Plan" attached hereto is Schedule "A" including Schedule "1", "2" & "3".

READ A FIRST AND SECOND TIME AND DEEMED TO BE READ A THIRD TIME AND FINALLY PASSED IN OPEN COUNCIL THIS 8<sup>th</sup> DAY OF MARCH, 2010.

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REEVE

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CLERK-TREASURER

**THE CORPORATION OF THE TOWNSHIP OF BALDWIN  
BY-LAW NO. 721  
SCHEDULE 'A'**

**Purpose:**

The purpose of this Policy is to establish guidelines on providing goods and services to persons with disabilities.

The Corporation of the Township of Baldwin (hereinafter referred to as the "Municipality") is committed to providing consistent customer service to persons with disabilities by putting into practice these four key principles:

- Dignity
- Independence
- Integration
- Equal Opportunity

**Prescribing Legislation**

This Policy has been prepared pursuant to requirements and information provided in the Ontario Regulation 429/07 made under the Accessibility for Ontarians with Disabilities Act, 2005.

**Glossary**

- "guide dog" means a guide dog as defined in section 1 of the Blind Persons Rights' Act
- "service animal" means a service animal for a person with a disability
- "support person" means, in relation to a person with a disability, another person who accompanies him or her in order to help with communication, mobility, personal care or medical needs or with access to goods or services.
- a dog or an animal is a service animal for a person with a disability:
  - (i) if it is readily apparent that the animal is used by the person for reasons relating to his or her disability; or
  - (ii) if the person provides a letter from a physician or nurse confirming that the person requires the animal for reasons relating to the disability.

**POLICY:**

**1.1 Use of Service Animal**

The Municipality is committed to welcoming visiting persons with disabilities who are accompanied by a service animal on the parts of its premises that are open to the public and other third parties.

- (a) If a visiting person with a disability is accompanied by a guide dog or other service animal, the Municipality shall ensure that the person is permitted to enter the premises with the animal and to keep the animal with him or her unless the animal is otherwise excluded by law from the premises.
- (b) If a service animal is excluded by law from the premises or it is deemed unsafe for a visiting person with a disability to be accompanied by a guide dog or other service animal, the Municipality shall ensure that other measures are available to enable the person with a disability to obtain, use or benefit from the Municipality's goods or services by bringing goods or services to the person in a part of the premises where the animal is not restricted or by offering a safe location where the service animal can wait, if the person is able to be separated from the animal while obtaining the service, and offering

assistance to the person with a disability while they are separated from the service animal.

- (c) The Municipality shall ensure that all staff, volunteers and other persons dealing with the public are properly trained in how to interact with visiting persons with disabilities who are accompanied by a service animal.
- (d) If it is not readily apparent that the animal is used by the visiting person for reasons relating to his or her disability, the Municipality has the right to request a letter from a physician or nurse confirming that the person requires the animal for reasons relating to the disability.
- (e) A visiting person with a disability who is accompanied by a service animal must maintain care and control of that animal at all times.
- (f) If a customer or a staff member has an allergy to animals, the Municipality shall make every reasonable effort to meet the needs of all individuals.

## **1.2 Use of Support Person**

The Municipality is committed to welcoming visiting persons with disabilities who are accompanied by a support person.

## **1.3 Notice of Temporary Disruption**

The Municipality is committed to establishing, implementing and maintaining a process to provide notice of service disruptions.

- (a) If, in order to obtain, use or benefit from the Municipality's goods or services, persons with disabilities usually use particular facilities or services of the Municipality and if there is a temporary disruption in those facilities or services in whole or in part, the Municipality shall give notice of the disruption to the public.
- (b) Notice of the disruption must include the following information:
  - the reason for the disruption
  - the anticipated duration
  - a description of what alternative facilities or services are available, if any.
- (c) Notice shall be given on the approved Notice of Disruption Form by posting the information at a conspicuous place at the location of the disruption which may include any or all entrances and by posting it on the Municipality's website or by such other method as is reasonable in the circumstances.

*\* A sample Notice of Temporary Disruption Form is attached hereto as Schedule "1" to this Policy.*

## **1.4 Training**

The Municipality is committed to establishing, implementing and maintaining a program for training staff on how to provide customer service to persons with disabilities.

- (a) The Municipality shall ensure that the following persons receive training about the provision of its goods or services to persons with disabilities:
  - (i) Every person who deals with members of the public or other third parties on behalf of the Municipality, whether the person does so as an employee, agent, volunteer or otherwise.
  - (ii) Every person who participates in developing the Municipality's policies, practices and procedures governing the provision of goods or services to members of the public or other third parties.

- (b) The training must include a review of the purposes of the Accessibility for Ontarians with Disabilities Act, 2005 and the requirements of this Regulation and instruction about the following matters:
- (i) How to interact and communicate with persons with various types of disability.
  - (ii) How to interact with persons with disabilities who use an assistive device or require the assistance of a guide dog or other service animal or the assistance of a support person.
  - (iii) How to use equipment or devices available on the Municipality's premises or otherwise provided by the Municipality, where the person interacts with the public, that may help with the provision of goods or services to a person with a disability.
  - (iv) What to do if a person with a particular type of disability is having difficulty accessing the Municipality's goods or services.
  - (v) The Municipality's customer service policies, practices and procedures governing the provision of goods or services to persons with disabilities.
- (c) The training shall be provided to each person as soon as practicable after he or she is assigned the applicable duties.
- (d) The training shall also be provided on an ongoing basis in connection with changes to the policies, practices and procedures governing the provision of goods or services to persons with disabilities.
- (e) The training content may vary depending on who is receiving the training and the nature of the services provided and depending on the individual Departmental requirements.
- (f) Training format may include:
- a Three-Hour Session
  - a One-Hour Session
  - an eLearning Session with Questionnaire
  - a Self-Training Manual with Questionnaire
  - other format as required
- (g) The training provided to staff who deal with the public on a regular basis shall be more focused on person-to-person interaction than the training provided to staff who have less contact with customers. The Trainer, in collaboration with Department Managers, may choose the particular content of the training and the way each of the topics described above is addressed.
- (h) Records shall be kept by the Trainer of who was trained, when they were trained and in which format the training was delivered.
- (i) The persons in the following areas shall be included in the training. Changes to the Corporate Structure and Elected Officials shall form part of this Policy.

**Elected Officials**

Reeve and Council

**Municipal Departments**

Administration – Accounting / Clerk's Office

Building Services

Public Works / Recreation Department

**Other**

All Council Board and Committees

- (j) The Municipality shall include, in all its contracted services Agreements, a clause requiring the contractor to meet the requirements under this legislation.

*\* A sample clause for Contracted Services is attached hereto as Schedule "3" to this Policy.*

- (k) The Trainer shall keep Municipal Council, Municipal Departments, Committees and other related organizations informed of ongoing training opportunities and changes to the policies, practices and procedures governing the provision of goods or services to persons with disabilities.

### **1.5 Feedback Process**

The Municipality is committed to establishing, implementing and maintaining a process for receiving and responding to feedback about how to provide goods or services to persons with disabilities.

- (a) The Municipality has established a process for receiving and responding to feedback about the manner in which it provides goods or services to persons with disabilities and shall make information about the process readily available to the public.
- (b) The feedback process shall permit persons to provide feedback in person, by telephone, in writing, or by delivering an electronic text by email or online, on disk or otherwise.
- (c) The feedback process shall include the following:
  - (i) The opportunity for the public to provide feedback in person, by telephone, in writing, or by delivering an electronic text by email.
  - (ii) The opportunity to provide as much information as possible when providing feedback so that the event can be readily identified by the Supervisor and/or Manager responsible for where the event took place. This information may include dates, times, names, contact information, a description of the event, etc.
  - (iii) Feedback may be received by any person who deals with members of the public or other third parties on behalf of the Municipality, whether the person does so as an employee, agent, volunteer or otherwise and any person who participates in developing the Municipality's policies, practices and procedures governing the provision of goods or services to members of the public or other third parties. A copy of the feedback shall be forwarded to the responsible Supervisor and /or Manager for review and to the Clerk's office for reporting purposes.
  - (iv) An answer to the feedback is not mandatory, however, depending on the situation, the Supervisor and/or Manager responsible for where the event took place may deem it appropriate to respond to the customer. Should an answer be deemed appropriate and should the customer have chosen to supply his or her contact information, the customer may expect the said answer within 15 business days.

*\* A sample Feedback Form is attached hereto as Schedule "2" to this Policy.*

## **1.6 Availability of Documents**

The Municipality is committed to raising awareness towards accessibility and to breaking down barriers for persons with disabilities in order for them to have the same kind of opportunities as everyone else.

This Policy regarding Accessible Customer Service shall be displayed at the Municipal Office, the Municipal Website and shall be made available to anyone upon request.

Questions or concerns regarding this policy and its implications should be addressed to the Clerk's Office.

### **Attachments**

- Schedule "1" Sample of Notice of Disruption Form
- Schedule "2" Sample of Feedback Form
- Schedule "3" Sample clause for Contracted Services

Schedule "1"

NOTICE OF DISRUPTION FORM

<b>Date:</b>	
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**Type of Disruption:** \_\_\_\_\_

**Reason for Disruption:** \_\_\_\_\_

**Anticipated Date of Termination  
Disruption:** \_\_\_\_\_

**Alternative Facilities of Services:** \_\_\_\_\_

**Municipal Contact Person:** Joan Seidel  
Clerk Treasurer  
11 Spooner Street, P.O. Box 7095  
McKerrow, ON  
P0P 1M0  
(705) 869-0225  
(705) 869-5049  
joanseidel@townshipofbaldwin.ca

Schedule "2"

ACCESSIBILITY FEEDBACK FORM

*This document is available in an alternative format upon request*

Thank you for visiting the Township of Baldwin.. We value all our citizens and customers and strive to meet everyone's needs.

Please tell us about your visit:

Date and Time: \_\_\_\_\_ Location: \_\_\_\_\_

Did we meet your customer service needs on this visit?

Yes       Somewhat       No

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Was our customer service provided to you in an accessible manner?

Yes       Somewhat       No

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Did you have any problems accessing our goods and/or services?

Yes       Somewhat       No

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Please add any other comments you may have:

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Providing your contact information is optional.

Name: \_\_\_\_\_  
Name of  
Organization: \_\_\_\_\_  
Mailing Address: \_\_\_\_\_  
\_\_\_\_\_  
Home Phone: \_\_\_\_\_  
Work Phone \_\_\_\_\_  
Email Address: \_\_\_\_\_

This information is collected by the Corporation of the Township of Baldwin under the Freedom of Information and Protection of Privacy Act R.S.O. 1990, c. F. 31, s. 39 (2) for the purposes of improving accessible customer service. Questions about the collection of this information can be addressed to the Clerk Treasurer.

Joan Seidel  
11 Spooner Street, P.O. Box 7095  
McKerrow, ON P0P 1M0  
P (705) 869-0225  
F (705) 869-5049  
Email: joanseidel@townshipofbaldwin.ca

**For Office Use Only:**

Date Feedback was received:
Date Forwarded:
Responsible Department:
Contact Person(s):
Follow-up actions:

Schedule “3”

ACCESSIBILITY REGULATIONS FOR

## **CONTRACTED SERVICES**

In accordance with Ontario Regulation 429/07, Accessibility Standards for Customer Service Section 6, every provider of goods and services shall ensure that every person who deals with members of the public or participates in the developing of the service providers policies, practices and procedures governing the provision of goods and services to members of the public, shall be trained on the following:

1. How to interact and communicate with persons with various types of disability.
2. How to interact with persons with disabilities who use assistive devices or require the assistance of a guide animal, or a support person.
3. How to use equipment that is available on the premises that may help in the provision of goods or services.
4. What to do if a person with a particular type of disability is having difficulty accessing the provider’s goods or services.
5. Information on the policies, practices and procedures governing the provision of goods and services to people with disabilities.

Contracted employees, third party employees, agents and others that provide customer service on behalf of The Corporation of the Township of Baldwin must meet the requirements of Ontario Regulation 429/07 with respect to training.

A document describing the training policy, a summary of the contents of the training and details of training dates and attendees must be submitted to The Corporation of the Township of Baldwin upon request.

For more information regarding the content of this document, please contact:

Joan Seidel  
Clerk Treasurer  
11 Spooner Street, P.O. Box 7095  
McKerrow, ON P0P 1M0  
P (705) 869-0225  
F (705) 869-5049  
Email: [joanseidel@townshipofbaldwin.ca](mailto:joanseidel@townshipofbaldwin.ca)