



Township of North
Stormont's Multi-Year
Accessibility Plan
2020-2025

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Commitment to Accessibility Planning

Improving accessibility is important for all residents of North Stormont. It is not only important, but it is the right thing to do given that one in seven Ontarians have a disability or 1.85 million people. This number will only increase as the population ages as currently 40% of those with disabilities in Ontario are over the age of 65.

Therefore, the Township of North Stormont is committed to:

- Improving accessibility to buildings, facilities and services for persons with disabilities;
- Ensuring fair accessibility to employment opportunities within the Township;
- Ensuring quality services to all members of the community who live with disabilities;
- Ensuring the participation of people with disabilities in the development and review of its annual accessibility plans;
- Prepare an Action Plan to enable the Township to meet its commitment to persons with disabilities insofar as the planning for improvements or renovations of its building and municipal installations as well as the employment policies

Definition of Persons with Disabilities

The Accessibility for Ontarians with Disabilities Act, 2005 defines persons with disabilities in the following manner:

- 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, lack of physical co-ordination, blindness or visual impediment, 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*; ("handicap")

Accessibility Legislation

The Accessibility for Ontarians with Disabilities Act

In 2005, the Government of Ontario passed the Accessibility for Ontarians with Disabilities Act (AODA). AODA is an Ontario law mandating that organizations must follow standards to become more accessible to people with disabilities. The goal for the province is to be fully accessible by 2025. All organizations (public, private, and not-for-profit) with one or more employees in Ontario must comply with this legislation.

The AODA and the Ontario Human Rights Code

The AODA and the Ontario Human Rights Code (the Code) work together to promote equality and accessibility. The Code states that people living with disabilities must be free from discrimination where they work, live and receive services, and that their needs must be accommodated.

Under the Code, the Township of North Stormont has a legal obligation to accommodate any person with a disability regardless of whether they are an employee, volunteer, resident or visitor. The duty to accommodate means that wherever unequal treatment or discrimination exists, it must be remedied unless the remedy would cause undue hardship. The Code has primacy over the AODA legislation.

Jurisdiction of the Plan

The Plan referred to in this document is under the jurisdiction of the Council of the Corporation of the Township of North Stormont, facilitated by the Clerks Department. The Municipal contact is the Chief Administrative Officer with contact information provided below:

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Executive Summary

The AODA outlines the requirement for municipalities to establish, maintain and document a Multi-Year Accessibility Plan to outline the organization's strategy to prevent and remove barriers. The purpose of the AODA is to develop, implement and enforce accessibility standards in order to achieve accessibility for Ontarians with disabilities and to improve opportunities for people with disabilities by providing for their involvement in the identification, removal and prevention of barriers in the Province.

The Township of North Stormont Multi-Year Accessibility Plan outlines our approach to be an inclusive and accessible service provider and workplace.

This Multi-Year Plan is based upon requirements under AODA. Under AODA, all municipalities have a legal obligation to prepare Multi-Year Accessibility Plans. The AODA sets out the roadmap for an accessible Ontario by 2025. The standards are contained in one regulation called the Integrated Accessibility Standards Regulation (IASR). Currently, the IASR contains standards in the following five (5) areas:

1. Customer Service;
2. Information and Communications;
3. Employment;
4. Transportation; and
5. Design of Public Spaces.

This Multi-Year Plan will only examine customer service; information and communications; employment; and design of public spaces. Transportation will be excluded due to the relatively small size of the Township of North Stormont and the lack of transportation services provided in North Stormont.

In accordance with the AODA, all Township of North Stormont facilities will be compliant with the relevant requirements by 2025.

The Accessibility Standards produced by the Ministry for Seniors and Accessibility is as follows:

Integrated Accessibility Standards (Regulation 191/11)

Under the AODA, Ontario Regulation 191/11, entitled, "Integrated Accessibility Standards" (Regulation), came into force on July 1, 2011. This Regulation establishes accessibility standards for Customer Service, Information and Communication, Employment, Design of Public Spaces and

Transportation. As noted earlier, Transportation standards are not included in this plan.

Some of the requirements under the IASR include: developing policies to ensure that our communication is accessible to people with disabilities; ensuring we are able to provide information in a format that considers an individual's disability; ensuring that our website is compliant with applicable standards; and developing policies on ensuring potential employees with disabilities receive appropriate accommodations during the recruitment phase.

Customer Service

The requirements set out under the Customer Service Standard applies to all organizations in Ontario that provide goods, services or facilities to the public or other third parties that has at least one employee in Ontario. These standards address business practices and training needed to provide better customer service to people with disabilities.

The Township will continue to focus on providing policy, training support and continue to improve services and programs to meet these regulations.

Information and Communications

Information and communications are a large part of the Township's daily business. It is because of this that it is so important to ensure that information and communications are created and presented in a way that considers accessibility.

The Township will follow universal design principles and best practices when developing, implementing and maintaining information and communications strategies and products. This includes websites and print communications materials as well as face-to-face interactions. The Township is committed to ensuring that information and communications are available and accessible to people with disabilities. The Township will make reasonable efforts based upon the needs of the community and upon request within the constraints of being a small municipality. For the purposes of this policy reasonable efforts by the Township shall be based on the frequency of indications for needs of service, the availability of the service requested, the relative cost compared to the overall Municipal budget, best practices recognized by similar rural municipalities and Provincial regulation.

Employment

The requirements set out under the Employment Standard apply to paid employees. Through this Standard, employers are mandated to provide for accessibility throughout the entire employment cycle. Incorporating accessibility into all facets of the employment process benefits everyone by broadening the talent pool and assisting employers in supporting and maintaining a skilled workforce.

Design of Public Spaces

The Design of Public Spaces Standard is intended to help remove barriers in buildings and outdoor spaces for persons with disabilities.

Ontario's Design of Public Spaces Standards establishes a baseline level of accessibility for service counters, waiting areas with fixed seating and outdoor spaces, such as sidewalks and parking lots. The Ontario Building Code covers most requirements for making buildings accessible. These include requirements for ramps, washrooms, power door operators, signs, and pools. Accessibility requirements under the Ontario Building Code only apply to new construction. They also apply if an existing building has plans for extensive renovations.

The Design of Public Spaces Standards set requirements to make most external public spaces accessible. Like the Ontario Building Code, the standards only apply to new construction and planned redevelopment of existing public spaces.

The Standard requires municipalities to consult with people with disabilities in certain circumstances to develop design solutions that reflect local conditions and meet the needs of all users. Consultation is required when an organization plans to construct or redevelop:

- Recreational trails
- Beach access routes
- Outdoor public use eating areas
- Playgrounds and outdoor play spaces
- Exterior paths of travel
- Service counters
- Waiting areas with fixed seating
- Sidewalks
- Parking lots

Under the Standard, municipalities must consult with the public and persons with disabilities in addition to consulting with their municipal Accessibility

Advisory Committee. This consultation should occur as early as possible in the construction or redevelopment process so that the Township can weigh all considerations before decisions are made and design plans are finalized.

The Standard also allows for consultations to be combined on varying projects to allow for efficient and effective decision-making.

Identifying, Removing and Preventing Barriers

A “barrier” means 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 informational or communications barrier, an attitudinal barrier, a technological barrier, a policy or a practice.

People with disabilities may face unnecessary barriers almost everywhere: at home, at work, at school, in parks, in recreational facilities, in the streets, in theatres, in stores and restaurants and in municipalities.

Monitoring Process

In order to ensure that the targets established to address the removal of barriers are completed, annual reviews will be conducted by Municipal staff.

The Multi-Year Accessibility Plan for the Township of North Stormont shall be for a 4-year period beginning November 1, 2020 to November 1, 2024. It is anticipated that the Plan will be updated biennially. Any outstanding and new issues will be brought forward prior to the annual Budget review.

Appendix ‘A’ includes the program with respect to the areas identified within the Legislation and Regulations and will be updated as needed.

Appendix ‘B’ summarizes the results of the review of the municipal facilities undertaken by the municipal staff to date. Appendix ‘B’ will be reviewed and amended when reviews of additional facilities are completed, work is undertaken or additional information regarding the implementation of the Built Environment regulations is obtained.

Appendix "A" Multi-Year Plan

Customer Service

PROGRESS		TIME FRAME
1.	Accessible Customer Service Policy	Completed
2.	Establish policies, practices and procedures on providing goods and services to people with disabilities	Ongoing
3.	Communicating with a person in a way that respects their disability	Ongoing
4.	Allowing people with disabilities to bring their support person or service animal with them	Ongoing
FUTURE ACTIVITIES		
1.	Review Accessible Customer Service Policy	1-3 years
2.	Update training program accessible training for staff, Council and volunteers on how to serve people with disabilities	Ongoing
3.	Investigate social and cultural program opportunities for persons with disabilities	1-5 years
4.	Investigate fitness and recreational programs for persons with disabilities	1-5 years

Information and Communication

PROGRESS		TIME FRAME
1.	Establish standard for key words and consistent font on website	1-4 years
2.	Inclusion of information regarding AODA and disability issues in orientation information prepared for new council	1-4 years
3.	Review and update the Municipal Multi-Year Accessibility Plan	Completed annually
FUTURE ACTIVITIES		
1.	Visual and audio recording of Council meetings to provide greater accessibility to meetings	1-4 years
2.	Create Communication and Information Policy	1-3 years
3.	Website redesign in accordance with WCAG 2.1 and meets accessibility standards; follow template established by Loyalist township (i.e. text-to speech, adjust font size, screen masker, simplify web pages, translate page)	1-4 years
4.	Raise awareness about program through the fire department that encourages households with children or residents that are autistic or disabled to register with the fire department. By doing so it will promote the appropriate response by fire fighters during an emergency	1-4 years
5.	Establish processes to receive feedback from the public	1-3 years
6.	Establish processes on how public can request an alternate format	1-3 years
7.	Develop a training strategy to ensure that staff has the knowledge, tools and technical advice to create accessible materials	1-3 years

Employment

PROGRESS		TIME FRAME
1.	Orientation for new staff includes Accessible Customer Service training	Completed upon new hiring
2.	Train relevant staff on the Human Rights Code as it pertains to persons with disabilities	Completed upon new hiring
FUTURE ACTIVITIES		
1.	Ensure job advertisements specify that accommodation is available for job applicants	Ongoing
2.	Staff Education on Accessible Customer Service Policy and Communication and Information Policy	1-3 years
3.	Keep employees up to date on any potential changes to policies	Ongoing
4.	Identify and remove barriers in the workplace	1-4 years
5.	Enhance workplace emergency responses through individualized emergency response information and assistance, as required	1 year
6.	Review policies for employees returning to work after being away with a disability	1-2 years
7.	Review policies that consider the accessibility needs of employees with disabilities during the performance process	1-2 years
8.	Develop employee individual accommodation plan template for employees with disabilities	1-2 years

Design of Public Spaces

PROGRESS		TIME FRAME
1.	North Stormont Place in Avonmore meets accessibility standards.	Completed
2.	Implementation of an accessible lift at the moose creek pool to allow for those who have limited mobility or disabilities to enjoy the pool as well	Completed
3.	The Municipal Office in Berwick has installed an accessible entrance (ramp) and an accessible washroom.	Completed
FUTURE ACTIVITIES		
1.	Review potential locations for the addition of street/park furniture. These can be a resting area for people who find it hard to walk long distances.	Ongoing
2.	Create a 2 nd service counter on main level of municipal office that is accessible	1-4 years
3.	Resurface all playgrounds in Township to make them accessible	1-4 years
4.	Contact local schools to create accessible picnic tables for parks, pools, and ballparks	1-4 years
5.	Upgrade benches, bleachers, and eating areas throughout Township to make them more accessible.	Ongoing
6.	Ensure all future accessible washrooms have enough room for the implementation of adult changing tables	Ongoing
7.	Encourage all managers of existing municipal facilities to use sand instead of salt on paths, ramps and stairs, where possible as salt may be harmful to the paws of service animals	1-5 years
8.	Accessibility and EV charging stations	1-10 years

Appendix "B" Municipal Facilities

Targets and Actions and Review Dates

Municipal staff members undertook site inspections of the following facilities and by applying requirements from both the Building Code and the AODA, the Staff members identified several potential accessible barriers. It is recognized that until the Built Environment Standard and the Building Code Act is amended, the barriers identified are only suggestions as the facilities need only to comply with the current Building Code Act. The municipal staff's audit highlights the existing barriers that warrant further review.

Targets need to be set to help establish when these barriers will be addressed, or actions taken to address preventative measures. Under the following headings there may be numerous barriers and the corrective measures may be grouped together into one section.

An internal tracking system will be kept for status of each of the Actions identified in The Plan and will be reviewed by the corresponding departments. Targets are to be completed based on priorities and budget allocations and the target time frames are approximations, not exact dates. The approximate cost was established through consultation with the building department as well as through preliminary research. Therefore, the approximate cost of dealing with an existing barrier may differ once the project is underway. The prices provided are simply to give the public and council an approximate idea of what dealing with an existing barrier may cost.

Avonmore

Facility: Station No. 3 Avonmore Fire Hall - 16307 County Road 43*

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Physical	Entrance and washroom doors do not have an automatic door opener	Install automatic door opener	1-5 years	\$2,500 for door openers + \$800 for labour
Info	No plans for emergency evacuation	Establish plan for emergency evacuation	1-3 years	\$300 for labour
Physical/ Informational	No accessible parking spaces	Implement accessible parking spaces with access aisles near entrance and appropriate signage and markings	1-5 years	\$40 for sign + \$25 for labour
Architectural	No alternative accessible exit	Open bay doors to allow for alternate accessible exit	Finished	\$0
Physical	Door handles are not operable with a closed fist	Replace inaccessible knobs or latches with lever or loop handles	1-5 years	\$40 per door handle + \$340 labour
Informational	Entrance to building is not clearly marked with international symbol of access	Install appropriate signage	1-5 years	\$80 for signs + \$25 labour
Information	Washroom doors do not have accessible signage with braille raised letters/symbols	Implement signage	1-5 years	\$80 for signs + \$25 for labour

Physical	Washroom does not have a hook, a shelf, a grab bar	Install hook, shelf, grab bar within washroom	1-5 years	\$100 for grab bar, 25\$ for hook, 50\$ for shelf + \$170 for labour
Architectural	Washroom is not accessible as doorway is less than 32" and it does not meet minimum requirements of 60" of clearance for wheelchair access within	Renovate to meet requirements	1-5 years	\$3,000 to renovate
Architectural	The washroom stall door swings inwards limiting space inside toilet stall	Change the door swing	1-5 years	\$340 for labour

Facility: North Stormont Place – 16299 Fairview Drive

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Informational	No vertical accessibility sign demarking accessible parking spot	Install vertical accessibility sign	1-2 years	\$40 for sign + \$25 for labour
Informational	No plans for emergency evacuation	Establish plan for emergency evacuation	1-3 years	\$300 for labour
Architectural	The running slope of the curb ramp is steeper than 1:20 which could make it difficult to climb in a wheelchair or walker	Renovate and repair walkway to ensure running slope is less than 1:20	1-5 years	\$25 for labour
Physical	Carpet at the main entrance is not secured on the edges leading to a potential tripping hazard	Secure carpet on the edges with tape	1-3 years	\$25 for labour
Informational	Braille, raised letter/symbol washroom sign is above the washroom door and not on the door	Move washroom sign onto washroom door	1-5 years	\$25 for labour
Physical	Accessible washroom doors are not equipped with automatic door opener	Implement automatic door openers	1-5 years	\$2,500 for door openers + \$800 for labour

Facility: Avonmore Pool - 16331-16315 Augustas Street

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Physical/ Informational	No accessible parking spaces	Implement accessible parking spaces with access aisles near entrance and appropriate signage and markings	1-5 years	\$40 for sign and \$25 for labour
Informational	No plans for emergency evacuation	Establish plan for emergency evacuation	1-5 years	\$300 for labour
Physical	No accessible picnic table	Purchase and implement an accessible picnic table	1-5 years	\$1,500 for table
Physical	A picnic table is obstructing the concrete pathway to the pool as there is only 32" and not the required 36"	Move picnic table to allow for greater access to the pathway	1-5 years	\$25 for labour
Physical	Washrooms do not have grab bars, shelves, hook or automatic door openers	Install grab bars, shelves, hook, and automatic door openers within washroom	1-5 years	\$100 for grab bars, 50\$ for hooks, 100\$ for shelves \$2,500 for door openers + \$825 for labour
Architectural	Washroom doors are not accessible as the width of the doorway is 30" and stall doors are 28"	Renovate to meet requirements	1-5 years	\$4000 to renovate
Informational	Washroom doors do not have accessible signage with braille raised letters/symbols	Implement signage	1-5 years	\$80 for signage + \$25 for labour

Physical	Door handles are not operable with a closed fist	Replace inaccessible knobs or latches with lever or loop handles	1-5 years	\$40 per door handle + \$340 for labour
Architectural	The washroom stall door swings inwards limiting space inside toilet stall	Change the door swing	1-5 years	\$340 for labour
Architectural	Washroom does not meet minimum requirements of 60" for wheelchair access and at least 32" of clear floor space beside the toilet for a lateral transfer	Renovate to meet requirement	1-5 years	\$3000 to renovate
Physical	No pathway to playground	Create pathway to playground with pavement	1-5 years	\$5000 for paved pathway

Facility: Avonmore Library – 16334 Fairview Drive

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Informational	No plans for emergency evacuation	Establish plan for emergency evacuation	1-5 years	\$300 for labour

Berwick

Facility: North Stormont Town Hall/ Municipal Office - 15 Union Street

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Informational	Entrance to building is not clearly marked with international symbol of access	Install appropriate signage	1-2 years	\$40 for sign + \$25 for labour
Physical	No access aisle adjacent to accessible parking space	Implement access aisle that has a minimum width of 60"	1-3 years	\$25 for labour
Informational	No visual fire alarm system for those with hearing disabilities	Install fire alarms with both visual and auditory signals	1-5 years	\$150 per alarm + 800\$ for labour
Informational	No plans for emergency evacuation	Establish plan for emergency evacuation	1-3 years	\$300 for labour
Informational	No tactile warning strips on entrance stairs at the top and bottom of stairs	Install tactile warning strips at the top and bottom of stairs in a colour that contrasts surrounding surface	1-5 years	\$168 – \$307.25 for warning strips + \$25 for labour
Architectural	No means for wheelchair-bound individuals to reach upstairs reception or council chambers	Install stairway elevator to provide access	1-5 years	\$30,000 for elevator + \$1,000 yearly up keep
Physical	Carpet at the main staff entrance is not secured on the edges leading to a potential tripping hazard	Secure carpet on the edges with tape	1-3 years	\$25 for labour
Informational	Signs on washroom doors do not use braille which would	Implement braille signs on doors	1-5 years	\$80 for signs +

	make it difficult for visually impaired			\$25 for labour
Physical	Washroom door and door to reach pathway to washroom is not equipped with automatic door opener	Implement automatic door opener	1-5 years	\$2,500 for door opener + \$800 labour
Informational	Council chambers has insufficient audio equipment and heightened audio feedback which makes it difficult for those with visual and/or hearing disabilities	Implement audio system and appropriate equipment to assist those who are visually and/or hearing disabled	1-5 years	\$30,150 for audio equipment and wall panels

Facility: Berwick Ball Park – 59 Cockburn Street

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Physical	No accessible picnic table	Implement an accessible picnic table	1-5 years	\$1,500 for table
Physical/ Informational	No accessible parking spaces	Implement accessible parking spaces with access aisles near entrance and appropriate signage and markings	1-5 years	\$40 sign + \$25 for labour
Physical	Door handles are not operable with a closed fist	Replace inaccessible knobs or latches with lever or loop handles	1-5 years	\$40 per door handle + \$340 labour
Informational	No clear signage indicating Berwick Ballpark	Install appropriate signage	1-5 years	\$1000 for sign
Informational	Washroom doors do not have accessible signage with braille raised letters/symbols	Implement signage	1-5 years	\$80 for signage for 2 doors + \$25 for labour
Architectural	Washroom does not meet minimum requirements of 60" for wheelchair access and at least 32" of clear floor space beside the toilet for a lateral transfer	Renovate to meet requirement	1-5 years	\$1,500 to renovate + 1,400 for labour
Physical	Washrooms do not have grab bars, hooks or automatic door openers	Install grab bars, hooks, and automatic door openers within washroom	1-5 years	\$100 for grab bars, 50\$ for hooks, 100\$ for shelves, \$2,500 for door openers + \$800 for labour

Architectural	The washroom stall door swings inwards limiting space inside toilet stall	Change the door swing	1-5 years	\$340 for labour
Physical	Doors and door frames for washrooms at ball field do not have a good colour contrast with walls which could make it difficult for visually impaired persons	Repaint to ensure good colour contrast	1-5 years	\$600 for labour
Architectural	The pavilion's pavement base is too high for those who are physically disabled or restricted to step up to as the threshold is 4"	Implement connecting ramp to pavilion to allow for accessible access	1-5 years	\$500 for concrete and \$500 for labour

Facility: West Patrol Office* - 19 Beaver Street

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Physical/ Informational	No accessible parking spaces	Implement accessible parking spaces with access aisles near entrance and appropriate signage and markings	1-5 years	\$40 for sign + \$25 for labour
Physical	Entrance door does not have an automatic door opener	Install automatic door opener	1-5 years	\$1,250 for door opener + \$800 for labour
Physical	Door handles are not operable with a closed fist	Replace inaccessible knobs with lever or loop handles	1-5 years	\$40 per door handle + \$340 for labour
Architectural	Entrance is not accessible due to 2" threshold	Install concrete lip to allow for accessible entrance	1-5 years	\$250 for concrete + \$255 for labour
Informational	Entrance to building is not clearly marked with international symbol of access	Install appropriate signage	1-2 years	\$40 for signage + \$25 for labour
Physical	Washroom do not have grab bar, shelf, hook or automatic door openers	Install grab bars, shelves, hooks Install automatic door openers	1-5 years	\$50 for grab bar, \$25 for hook, 100\$ for shelf, \$1,250 for door openers + \$800 for labour
Architectural	Washroom does not meet minimum requirements of 60" for wheelchair access and at least 32" of clear floor space beside	Clean out washroom of appliances to create additional space	1-5 years	\$50 for labour

	the toilet for a lateral transfer			
Informational	Washroom doors do not have accessible signage with braille raised letters/symbols	Implement signage	1-5 years	\$80 for signage + \$25 for labour

Crysler

Facility: Station No. 2 Chrysler Fire Hall - 18 Second Street*

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Physical/ Informational	No accessible parking spaces	Implement accessible parking spaces with access aisles near entrance and appropriate signage and markings	1-5 years	\$40 for sign + \$25 for labour
Informational	No plans for emergency evacuation	Establish plan for emergency evacuation	1-3 years	\$300 for labour
Physical	Entrance does not have an automatic door opener	Install automatic door opener	1-5 years	\$1,250 for door opener + \$800 for labour
Informational	Entrance to building is not clearly marked with international symbol of access	Install appropriate signage	1-5 years	\$40 for sign + \$25 for labour
Informational	No visual alarm system for those with hearing disabilities	Install visual alarm system	1-5 years	\$150 per alarm + 800\$ labour
Architectural	Entrance is not accessible due to 4" threshold	Install concrete lip to allow for accessible entrance	1-5 years	\$500 for concrete and \$500 for labour
Physical	The door handles to the entrance are 60" high which is more then the 48" limit	Lower the door handles	1-5 years	\$500 for new door + \$255 for labour
Architectural	Washroom is not accessible as doorway is less than 32" and it does not meet minimum	Renovate to meet requirements	1-5 years	\$3000 to renovate

	requirements of 60" of clearance for wheelchair access within			
Physical	Washroom does not have hook, shelf, grab bar or automatic door openers	Install hook, shelf, grab bar, and automatic door opener within washroom	1-5 years	\$50 for grab bar, \$25 for hook, \$50 for shelf, \$1,250 for door opener+ \$800 labour
Informational	Washroom door does not have accessible signage with braille raised letters/symbols	Implement signage	1-5 years	\$80 for signs + \$25 for labour
Architectural	No alternative accessible exit	Open bay doors to allow for alternate accessible exit	Finished	\$0

Facility: Crysler Community Centre - 16 Third Street

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Physical	Mats at the entrance are greater than ½" inch thick which could make the threshold difficult to manoeuvre	Install concrete slope	1-5 years	\$500 for concrete and \$600 for labour
Physical	Doors and door frames inside centre do not have a good colour contrast with walls which could make it difficult for visually impaired persons	Repaint to ensure good colour contrast	1-5 years	\$600 for labour
Informational	Entrance to building are not clearly marked with international symbol of access	Install appropriate signage	1-2 years	\$40 for sign + \$25 for labour
Physical	Washroom doors are not equipped with automatic door opener	Implement automatic door openers	1-5 years	\$2,500 for door openers + \$800 for labour
Informational	Washroom doors do not have accessible signage with braille raised letters/symbols	Implement signage	1-5 years	\$80 for signs + \$25 for labour
Architectural	Washroom does not meet minimum requirements of 60" for wheelchair access and at least 32" of clear floor space beside the toilet for a lateral transfer	Renovate to meet requirement	1-5 years	\$3,000 to renovate
Physical	Toilet paper dispenser is 31.5" away from toilet making it difficult to reach	Move toilet paper dispenser closer to toilet	1-5 years	\$25 for labour

Facility: Crysler Outdoor Rink – 16 Third Street

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Physical	Door handles are not operable with a closed fist	Replace inaccessible knobs or latches with lever or loop handles	1-5 years	\$40 per door handle + \$340 for labour
Physical/ Informational	No accessible parking spaces near rink	Implement accessible parking spaces with access aisles near entrance and appropriate signage and markings	1-5 years	\$40 for sign + \$50 for labour
Informational	Entrance to building is not clearly marked with international symbol of access	Install appropriate signage	1-5 years	\$40 for sign+ \$25 for labour
Informational	No clear signage indicating Crysler Rink	Install appropriate signage	1-5 years	\$1000 for sign
Physical	The washroom is a portable toilet therefore making it wheelchair inaccessible	Purchase a wheelchair accessible portable toilet to allow for accessibility	1-5 years	\$3000 + yearly upkeep
Physical	No bleachers on main level making it so those with physical disabilities must climb up several stairs to viewing area	Build bleachers on main level	1-5 years	\$750 for bleacher + \$250 for labour
Physical	No viewing area for wheelchair bound individuals making it impossible for these individuals to view the rink	Construct viewing area such as a ramp that is elevated	1-5 years	\$1000 for ramp + \$325 for labour
Physical	Entrance is not well lit at night	Install automatic lights that come on at dusk	1-5 years	\$100 for light + \$800 for labour

Facility: Crysler Library – 16 Third Street

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Architectural	Entrance is not accessible due to 1" threshold	Install concrete lip to allow for accessible entrance	1-5 years	\$250 for concrete and \$250 for labour
Informational	No plans for emergency evacuation	Establish plan for emergency evacuation	1-5 years	\$300 for labour
Physical	Automatic door is having difficulty opening due to interference from rubber	Fix issue so door can open easily	1-5 years	\$25 for labour
Informational	Entrance to building is not clearly marked with international symbol of access	Install appropriate signage	1-2 years	\$40 for signage + \$25 for labour
Informational	Washroom doors do not have accessible signage with braille raised letters/symbols	Implement signage	1-5 years	\$80 for signage for 2 doors + \$25 for labour
Physical	Accessible washroom doors are not equipped with automatic door opener	Implement automatic door openers	1-5 years	\$2,500 for door openers + \$800 for labour

Facility: Crysler Ballpark/Thibeault Place – 21 Concession Street

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Physical	No accessible picnic table	Purchase and implement an accessible picnic table	1-5 years	\$1,500 for table
Physical	Thibeault Place entrance door does not have an automatic door opener	Install automatic door opener	1-5 years	\$1,250 for door opener + \$800 for labour
Physical/ Informational	No accessible parking spaces	Implement accessible parking spaces with access aisles near entrance and appropriate signage and markings	1-5 years	\$40 for sign and \$50 for labour
Physical	The washroom when Thibeault Place is locked is a portable toilet therefore making it wheelchair inaccessible	Purchase a wheelchair accessible portable toilet to allow for accessibility	1-5 years	\$3000 for toilet + yearly up keep
Physical	Path to playground needs more gravel to increase accessibility as paths are currently overrun with grass	Implement gravel	1-5 years	\$50 for gravel + \$400 for labour
Architectural	Entrance to Thibeault Place doorway is not accessible due to 2" threshold	Raise concrete steps to allow for access	1-5 years	\$500 for concrete and \$500 for labour
Architectural	Thibeault Place Entrance doorway is inaccessible as it is under 32" wide	Renovate to meet requirements	1-5 years	\$500 for door + \$600 for labour
Architectural	The main entrance is not accessible by one step	Install a ramp to make stairway entrance accessible	1-5 years	\$5,000 for ramp + \$1,200 for labour
Informational	No tactile warning strips on entrance stairs at the top and	Install tactile warning strips at the top and bottom	1-5 years	\$168 – \$307.25 for

	bottom of stairs in Thibeault Place	of stairs in a colour that contrasts surrounding surface		warning strips + \$25 for labour
Physical	Door handles are not operable with a closed fist	Replace inaccessible knobs with lever or loop handles	1-5 years	\$40 per door handle + \$340 for labour
Architectural	No alternative accessible exits as rear exit has either 4" drop or stairs	Install concrete lip to allow for alternative accessible exit	1-5 years	\$500 for concrete and \$500 for labour
Physical	Multiple items lying on the floor obstructing the pathway in Thibeault Place	Clean up building to ensure pathway is accessible	1-2 years	\$25 for labour
Informational	No visual alarm system for those with hearing disabilities and current alarm system is either not connected or does not have batteries in it	Install visual alarm system and fix current alarm system to ensure it is operable	1-5 years	\$150 per alarm + 800\$ for labour
Informational	Entrance to building is not clearly marked with international symbol of access	Install appropriate signage	1-5 years	\$40 for signage + \$25 for labour
Informational	No clear signage indicating Chrysler Ballpark/Thibeault Place	Install appropriate signage	1-5 years	\$1000 for sign
Informational	Washroom doors do not have accessible signage with braille raised letters/symbols	Implement signage	1-5 years	\$80 for signage for 2 doors + \$25 for labour
Physical	Washrooms do not have grab bars, hooks or automatic door openers	Install grab bars, hooks, and automatic door openers within washroom	1-5 years	\$50 for hooks, \$100 for grab bars, \$2,500 for door openers +

				\$800 for labour
Architectural	Washroom does not meet minimum requirements of 60" for wheelchair access and at least 32" of clear floor space beside the toilet for a lateral transfer	Renovate to meet requirement	1-5 years	\$3000 to renovate
Architectural	Men and women's washroom entrance is not accessible due to 2.5" threshold	Install wooden ramp to allow for accessible entrance	1-5 years	\$300 for ramp + \$85 for labour
Architectural	No curb ramp to sidewalk attached to washrooms	Renovate and install curb ramp	1-5 years	\$500 to renovate
Physical	No pathway to pavilion or baseball field viewing area	Place gravel to allow for accessible pathway	1-5 years	\$50 for gravel + \$400 for labour

Finch

Facility: Station No. 1 Finch Fire Hall – 11 John Street*

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Physical/ Informational	No accessible parking spaces	Implement accessible parking spaces with access aisles near entrance and appropriate signage and markings	1-5 years	\$40 for sign + \$50 for labour
Informational	No plans for emergency evacuation	Establish plan for emergency evacuation	1-3 years	\$300 for labour
Physical	Entrance and washroom do not have an automatic door opener	Install automatic door openers	1-5 years	\$3,750 for door openers + \$800 for labour
Informational	Entrance to building is not clearly marked with international symbol of access	Install appropriate signage	1-5 years	\$40 for sign + \$25 for labour
Architectural	No alternative accessible exit	Open bay doors to allow for alternate accessible exit	Finished	\$0
Architectural	Entrance is not accessible due to 2" threshold	Install concrete lip to allow for accessible entrance	1-5 years	\$250 for concrete and \$250 for labour
Physical	Door handles are not operable with a closed fist	Replace inaccessible knobs or latches with lever or loop handles	1-5 years	\$40 per door handle + \$340 for labour
Physical	Washroom does not have a hook, shelf or grab bar	Install hook, shelf and grab bar within washroom	1-5 years	\$25 for hook, \$50 for grab bar, \$50 for shelf + \$50 for labour

Architectural	Washroom door is not accessible as doorway is 30"	Renovate to meet requirements	1-5 years	\$1000 for labour
Informational	Washroom doors do not have accessible signage with braille raised letters/symbols	Implement signage	1-5 years	\$80 for signs + \$25 for labour

Facility: Finch Community Centre/ North Stormont Arena – 4 John Street

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Informational	Accessible parking spaces and access aisle need to be repainted to better denote them	Paint parking spaces and access aisle	1-5 years	\$25 for labour
Physical	Viewing area within rink does not have an automatic door opener	Install automatic door opener	1-5 years	\$1,250 for door opener + \$800 for labour
Informational	There are no visual and auditory fire alarms within the Finch community centre/arena	Install visual and auditory alarms	1-5 years	\$150 per alarm + 800\$ for labour
Informational	Entrance to building are not clearly marked with international symbol of access	Install appropriate signage	1-2 years	\$40 for sign + \$25 for labour
Informational	Washroom doors do not have accessible signage with braille and raised letters	Implement signage	1-5 years	\$80 for signs + \$25 for labour
Informational	Rink handicap area could use an accessibility sign to better designate the spot as an accessible viewing area	Install accessibility sign	1-5 years	\$40 for sign + \$25 for labour
Physical	Mats at the entrance are not secured making them a potential tripping hazard	Secure edges to ensure tripping hazard is eliminated	1-5 years	\$100 for labour
Physical	No tilted mirror within community centre washrooms for wheelchair accessible individuals	Install tilted mirror	1-5 years	\$250 for tilted mirror + \$50 for labour

Physical	Carpeting on the stairs up towards the community centre is not secured creating a potential tripping hazard	Secure edges to ensure tripping hazard is eliminated	1-5 years	\$100 for labour
Architectural	No backup generator for accessible elevator in community centre making it potentially hazardous if emergency were to occur as it only works once if power goes out	Purchase and install backup generator (alternative until backup generator is purchased is an evacuation chair)	1-5 years	\$60,000 for generator and installation \$1,850 for evacuation chair

Facility: Finch Library - 17 George Street

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Informational	Accessible parking space needs to be repainted	Repaint parking space	1-5 years	\$50 for labour
Informational	No plans for emergency evacuation	Establish plan for emergency evacuation	1-5 years	\$300 for labour
Physical	Pavement is uneven in front of library	Repair uneven pavement	1-5 years	\$750 to repair
Physical	Entrance does not have an automatic door opener	Install automatic door opener	1-5 years	\$1,250 for opener + \$800 for labour
Physical	Door handles are not operable with a closed fist	Replace inaccessible knobs or latches with lever or loop handles	1-5 years	\$40 per door handle + \$340 for labour
Physical	Carpet at the main entrance is not secured on the edges leading to a potential tripping hazard	Secure carpet on the edges with tape	1-3 years	\$25 for labour
Informational	Entrance to building is not clearly marked with international symbol of access	Install appropriate signage	1-2 years	\$40 for sign + \$25 for labour

Facility: Finch Ballpark – 2 Front Street

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Informational	Entrance to building is not clearly marked with international symbol of access	Install appropriate signage	1-2 years	\$40 for signage + \$25 for labour
Informational	Washroom doors do not have accessible signage with braille raised letters/symbols	Implement signage	1-5 years	\$80 for signage for 2 doors + \$25 for labour
Physical	Entrance and washroom doors do not have an automatic door opener	Install automatic door opener	1-5 years	\$3,750 for 3 door openers + \$2,400 for labour
Physical	Front door light is not there making entrance not well lit at night	Install new light	1-5 years	\$25 for new bulb + \$25 for labour
Physical/ Informational	No accessible parking spaces	Implement accessible parking spaces with access aisles near entrance and appropriate signage and markings	1-5 years	\$40 for sign + \$25 for labour
Physical	No accessible picnic table	Implement an accessible picnic table	1-5 years	\$1,500 for table
Informational	No clear signage indicating Finch Ballpark	Install appropriate signage	1-5 years	\$1000 for sign
Physical	Washrooms do not have grab bars, shelves, hook or automatic door openers	Install grab bars, shelves, hook, and automatic door openers within washroom	1-5 years	\$100 for shelves, \$50 for hooks, \$100 for grab bars, \$2,500 for door openers + \$800 for labour

Architectural	Washroom does not meet minimum requirements of 60" for wheelchair access and at least 32" of clear floor space beside the toilet for a lateral transfer	Renovate to meet requirement	1-5 years	\$3000 to renovate
Architectural	Washroom doors are inaccessible as they are under 32"	Renovate to meet requirement	1-5 years	\$1000 for doors + \$600 for labour

Monkland

Facility: Monkland Community Centre/Park - 17337 County Road 43

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Physical/ Informational	No accessible parking spaces	Implement accessible parking spaces with access aisles near entrance and appropriate signage and markings	1-5 years	\$50 for sign + \$25 for labour
Physical	Entrance does not have an automatic door opener	Install automatic door opener	1-5 years	\$1,250 for door opener + \$800 for labour
Architectural	No alternative accessible exits as rear exit has 3" drop	Install concrete lip to allow for alternative accessible exit	1-5 years	\$500 for concrete + \$500 for labour
Architectural	Front door is inaccessible as doors are 29.5" not 32"	Renovate doorway to meet requirements	1-5 years	\$4,000 to replace doorway + \$500 for labour
Informational	Entrance to building is not clearly marked with international symbol of access	Install appropriate signage	1-5 years	\$40 for sign + \$25 for labour
Informational	Washroom doors do not have accessible signage with braille raised letters/symbols	Implement signage	1-5 years	\$80 for sign + \$25 for labour
Physical	There is not at least 32" of clear floor space beside the toilet for a lateral transfer	Redesign toilet stalls	1-5 years	\$500 for labour

Facility: Monkland Ballpark – 17337 County Road 43

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Physical/ Informational	No accessible parking spaces	Implement accessible parking spaces with access aisles near entrance and appropriate signage and markings	1-5 years	\$40 for sign + \$50 for labour
Physical	There is no parking denoted at the ballpark	Implement parking at the ballpark with gravel or pavement	1-5 years	\$200 for gravel + \$800 for labour
Informational	No clear signage indicating Monkland Ballpark	Install appropriate signage	1-5 years	\$1000 for sign
Physical	No accessible picnic table	Purchase and implement an accessible picnic table	1-5 years	\$1,500 for table

Moose Creek

Facility: Station No. 4 Moose Creek Fire Hall - 60 Sabourin Street*

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Physical	Entrance does not have an automatic door opener	Install automatic door opener	1-5 years	\$1,250 for door opener + \$800 for labour
Informational	No plans for emergency evacuation	Establish plan for emergency evacuation	1-3 years	\$300 for labour
Physical/ Informational	No accessible parking spaces	Implement accessible parking spaces with access aisles near entrance and appropriate signage and markings	1-5 years	\$40 for sign + \$50 for labour
Informational	Entrance to building is not clearly marked with international symbol of access	Install appropriate signage	1-5 years	\$40 for sign + \$25 for labour
Architectural	Entrance is not accessible due to 2" threshold	Install concrete lip to allow for accessible entrance	1-5 years	\$250 for concrete + \$250 for labour
Architectural	No alternative accessible exit	Open bay doors to allow for alternate accessible exit	Finished	\$0
Informational	Washroom doors do not have accessible signage with braille raised letters/symbols	Implement signage	1-5 years	\$80 for signs + \$25 for labour

Facility: Moose Creek Hall – 5 Polycarp St

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Physical/ Informational	No accessible parking spaces	Implement accessible parking spaces with access aisles near entrance and appropriate signage and markings	1-5 years	\$40 for sign + \$50 for labour
Informational	No plans for emergency evacuation	Establish plan for emergency evacuation	1-5 years	\$300 for labour
Physical	Entrance is not well lit at night	Install automatic lights that come on at dusk	1-5 years	\$100 for light, \$800 for labour
Physical	Entrance and washroom doors do not have an automatic door opener	Install automatic door opener	1-5 years	\$3,750 for door openers + \$800 for labour
Architectural	Main entrance not accessible as there are only steps and no ramp	Install a ramp	1-5 years	\$10,000 for ramp + \$3,000 for labour
Informational	Entrance to building is not clearly marked with international symbol of access	Install appropriate signage	1-2 years	\$40 for sign + \$25 for labour
Architectural	Entrance is not accessible due to 7" threshold	Install concrete lip to allow for accessible entrance	1-5 years	\$750 for concrete + \$500 for labour
Informational	No tactile warning strips on entrance stairs at the top and bottom of stairs	Install tactile warning strips at the top and bottom of stairs in a colour that contrasts surrounding surface	1-5 years	\$168 – \$307.25 for warning strips + \$25 for labour
Physical	Door handles are above the maximum height of 48" (53")	Lower door handles	1-5 years	\$500 for new door + \$600 for labour

Physical	No grab bars within washroom	Install grab bars to assist those with physical disabilities	1-5 years	\$50 for grab bar + \$50 for labour
Physical	Doors and door frames inside hall do not have a good colour contrast with walls which could make it difficult for visually impaired persons	Repaint to ensure good colour contrast	1-5 years	\$600 for labour
Architectural	Once in entrance there is only stairs to get up to Hall or down to the sunshine club which makes building inaccessible	Install stairway elevator to make it accessible	1-5 years	\$30,000 for elevator + \$1,000 yearly up keep
Architectural	Washroom does not meet minimum requirements of 60" for wheelchair access and at least 32" of clear floor space beside the toilet for a lateral transfer	Redesign toilet stalls to make room	1-5 years	\$1,200 for labour
Informational	Washroom doors do not have accessible signage with braille and raised letters/symbols	Implement signage	1-5 years	\$80 for signs + \$25 for labour
Physical	The toilet stall doors do not swing outwards making them difficult to access for those with physical disabilities	Change the door swing	1-5 years	\$340 for labour
Architectural	No alternative accessible exits as rear exits use stairs	Install ramp to allow for alternative accessible exit	1-5 years	\$10,000 for ramp + \$3,000 for labour

Facility: Moose Creek Recreation Centre – 2 Munroe Street

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Physical/ Informational	No accessible parking spaces	Implement accessible parking spaces with access aisles near entrance and appropriate signage and markings	1-5 years	\$40 for sign + \$50 for labour
Physical	Washroom does not have an automatic door opener	Install automatic door opener	1-5 years	\$1,250 for door opener + \$800 for labour
Physical	No hook in accessible washroom	Install hook at accessible height	1-5 years	\$25 for hook + \$25 for labour
Architectural	Rink floor is not accessible due to 1" threshold	Install concrete lip to allow for accessible entrance	1-5 years	\$250 for concrete + \$250 for labour
Architectural	From pavement to the rink door there is a 3" gap making it a tripping hazard and inaccessible	Place concrete in between gap to allow for accessible access	1-5 years	\$50 for concrete and \$100 for labour

Facility: East Patrol Office* - 2594 Tolmies Corner Road

Type of Barrier	Barrier	Strategy for Removal or Prevention	Target Time Frame	Approx. Cost
Physical/ Informational	No accessible parking spaces	Implement accessible parking spaces with access aisles near entrance and appropriate signage and markings	1-5 years	\$40 for sign + \$25 for labour
Physical	Entrance door does not have an automatic door opener	Install automatic door opener	1-5 years	\$1,250 for door opener + \$800 for labour
Physical	Door handles are not operable with a closed fist	Replace inaccessible knobs with lever or loop handles	1-5 years	\$40 per door handle + \$340 labour
Architectural	Entrance is not accessible due to 2.5" threshold	Install concrete lip to allow for accessible entrance	1-5 years	\$250 for concrete + \$250 for labour
Architectural	Washroom door is inaccessible as doorway is 28" while pathway inside washroom is 22"	Renovate to meet requirements	1-5 years	\$500 for door + \$600 for labour
Informational	Entrance to building is not clearly marked with international symbol of access	Install appropriate signage	1-2 years	\$40 for signage + \$25 for labour
Physical	Washrooms do not have grab bars, shelves, or automatic door openers	Install grab bars, shelves Install automatic door openers	1-5 years	\$100 for shelves, \$100 for grab bars, \$2,500 for door openers + \$825 for labour
Physical	Doors and door frames do not have a good colour contrast	Repaint to ensure good colour contrast	1-5 years	\$600 for labour

	with walls which could make it difficult for visually impaired persons			
Architectural	Washroom does not meet minimum requirements of 60" for wheelchair access and at least 32" of clear floor space beside the toilet for a lateral transfer	Renovate to meet requirement	1-5 years	\$5000 to renovate
Informational	Washroom doors do not have accessible signage with braille raised letters/symbols	Implement signage	1-5 years	\$80 for signage for 2 doors + \$25 for labour
Architectural	The washroom door swings inwards limiting space inside washroom	Change the door swing	1-5 years	\$340 for labour
Physical	Numerous items obstructing pathway inside building and could be considered tripping hazards	Remove obstacles to ensure 36" for pathway	1-5 years	\$25 for labour
Informational	No visual or audible fire alarm system	Install visual and audible fire alarm system	1-5 years	\$150 per alarm + 800\$ for labour

***Not open to public**