



## **United Counties of Prescott and Russell**

### **2018 – 2022 Accessibility Plan**

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## **Part I**

### **Legislation and Regulations**

#### ***Ontarians with Disabilities Act, 2001***

Accessibility means giving people of all abilities the opportunity to fully participate in everyday life activities.

#### **Definition of Persons with Disabilities**

The *Ontarians with Disabilities Act, 2001*, defines persons with disabilities in the following manner, which is the same definition used in the Ontario Human Rights Code.

A “disability” is:

- a) Any degree of physical disability, infirmity, malformation or disfigurement caused by bodily injury, birth defect or illness, and includes, but is not limited to diabetes mellitus; epilepsy; a brain injury; any degree of paralysis; amputation; lack of physical coordination; 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*.

#### **Barriers to Persons with Disabilities**

The *Ontarians with Disabilities Act, 2001*, defines a “barrier” as 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 communication barrier, an attitudinal barrier, a technological barrier, a policy or a practice.

#### ***Accessibility for Ontarians with Disabilities Act, 2005***

The *Accessibility for Ontarians With Disabilities Act, 2005*, (AODA) was adopted in 2005. The *Act* provides for the development of standards in order to achieve accessibility for Ontarians with disabilities with respect to goods, services, facilities, accommodation, employment, buildings, structures and premises on or before January 1, 2025.

There will be a transition period during which government and parts of the broader public sector will continue to have planning and other obligations under the *Ontarians with Disabilities Act, 2001*, until they are repealed. The planning requirements of the *ODA, 2001* will not be repealed until they have been replaced by standards under the new *Act*.

The Minister responsible for the *AODA* is required to establish a process to develop and implement all accessibility standards necessary to achieving the purposes of this *Act*. Within this process, standards development committees are established by the Minister to develop proposed accessibility standards.

Persons or organizations may be required to meet more than one accessibility standard under the *AODA*.

## **Integrated Accessibility Standards Regulation**

The Integrated Accessibility Standards Regulation (O.Reg 191/11) came into force on July 1, 2011.

To help make Ontario accessible to people with disabilities, the Integrated Accessibility Standards regulation requires that designated public sector organizations and large organizations shall establish, implement, maintain and document a multi-year accessibility plan, which outlines the organization's strategy to prevent and remove barriers and meet its requirements under this Regulation.

The United Counties of Prescott and Russell's (UCPR) Multi-Year Accessibility Plan outlines a phased-in strategy to prevent and remove barriers and addresses the current and future requirements of the *AODA*. The UCPR will report annually on the progress and implementation of the plan, post the information on the Counties website and will provide it in alternative formats upon request. The plan will be reviewed and updated at least once every five years.

## **Part II**

### **Accessibility Advisory Committee**

#### **Committee's Mandate**

In 2003, the Council of the UCPR supported the creation of an Accessibility Advisory Committee to address the requirements of the *Ontarians with Disabilities Act, 2001*. The Accessibility Advisory Committee is comprised of four (4) members of the general public including a representative of a person living with a disability one (1) member of County Council, two (2) employees of the Corporation.

Among other items, the mandate of the Accessibility Advisory Committee includes:

- providing advice on the elaboration, the implementation and the efficiency of the Corporation's Accessibility Plan;
- express advice to the Council on issues related to buildings and services within the counties;

- guide the County Council and its different departments on issues related to policies, practices and programs of the Corporation concerning persons with a functional limitation;
- ensure the defence of the interests of persons with a functional limitation;
- inform the Council on the efficiency of policies and practices of the Corporation concerning persons with a functional limitation;
- monitor the evolution of procedures of elaboration and implementation of policies of the Corporation which affect the life of persons with a functional limitation;
- raise issues and make recommendations concerning policies and programs promoting equal accessibility to services for persons with a functional limitation;
- organize the distribution to persons with disabilities as well as to the general public of information on decisions by the Accessibility Advisory Committee and the Corporation of the United Counties of Prescott and Russell;
- provide to persons with a functional limitation, to the community and to organizations the opportunity to express their opinions and concerns;
- inform the population of the United Counties of Prescott and Russell on aspects affecting persons with a functional limitation.

### **Partie III**

#### **Portrait of the United Counties of Prescott and Russell (UCPR)**

##### **General Overview**

The Counties comprise an area of approximately 2002 square kilometres located between the Regional Municipality of Ottawa-Carleton on the west and the Quebec border on the east. It is bounded on the north by the Ottawa River and on the south by the United Counties of Stormont, Dundas and Glengarry. There are eight local municipalities, and the total population in 2011 was 85,381.

Some of the most significant features include the Ottawa and South Nation Rivers, the Larose Forest (one of the largest plantation forests in the country), Voyageur Provincial Park, the Alfred Bog (a wetland of international significance), large expanses of private forests and wood lots and the presence of Leda clay (a feature which can result in progressive landslides with very destructive area width) is linked by two major transportation corridors, namely the County Road Number 17 and the Highway 417.

Seventy percent of the counties area (119,980 hectares) is dedicated to agriculture of which 93,979 hectares of culture and horticulture.

## **Municipal Government**

The UCPR is administered through a two-tiered system of municipal government that is to say the upper tier (United Counties) and the local tier (local municipalities).

The Council of the UCPR is composed of eight members. These eight members are mayors representing the local municipalities of the City of Clarence-Rockland, the Town of Hawkesbury, the Municipality of Casselman, the Township of Alfred and Plantagenet, the Township of Champlain, the Township of East Hawkesbury, the Nation Municipality and the Township of Russell. The eight Council Members elect a warden as the Head of Council in December of each year.

The United Counties of Prescott and Russell provides a wide range of services for its citizens. Currently the services are organized within different departments and services, as follows:

### **Administrative Services**

Counties Administrative Services comprise five divisions:

- Administration
- Clerk's Office
- Provincial Offences
- Information Technology
- Weed Control

### **Finance**

The Finance Department is in charge of the Corporation's financial affairs, including among others, the budget and the financial statements.

### **Human Resources**

The Corporation employs more than 460 full- and part-time employees throughout its operations and has a bargaining relationship with four separate bargaining units. Human Resources ensure coordination for health and safety at work

### **Emergency Services**

The Emergency Services ensure the management and delivery of services of paramedics, 9-1-1 and the Emergency Measures Plan in consultation with the police department, municipalities, fire departments and the medical community. Ambulances are deployed out of five stations: Casselman, Embrun, Hawkesbury, Plantagenet and Rockland and four waiting stations situated in Alfred, Vankleek Hill, St-Isidore and Bourget.

## **Prescott-Russell Residence**

Located in Hawkesbury, the Prescott-Russell Residence is a long-term care home administered by the Counties under the *2007 Long-Term Care Homes Act*, and according to the Agreement with the Champlain Local Health Integration Network.

## **Social Services**

The Social Services Department administers the Ontario Works Program by providing income and employment assistance for people in temporary financial need. It also administers Early Years Services and Social Housing.

## **Economic Development and Tourism**

The mandate of the Economic Development and Tourism is to create and maintain an environment conducive to regional economic development initiatives. The Office collaborates with hundreds of stakeholders from the agricultural, commercial and tourism sectors.

## **Public Works**

The Counties are responsible for approximately 600 km of roadways and more than 100 bridges. In addition, The Counties are responsible for the maintenance of more than 200 culvert crossings, and other structures. County Roads are the connectors between the Provincial Highway System and the local road network.

## **Planning and Forestry**

The department's role is to effectively manage the land use of its territory, while keeping in mind respect for the environment. The main policy framework is the Official Plan. Larose Forest and mapping services are also under the supervision of this department.

## **Part IV**

### **Points of service**

The UCPR provides, or supports the provision of services, at the following locations:

#### **Clarence-Rockland**

Ontario Works Site Office (Rental)  
Ambulance Base in Rockland (Rental)  
Social Housing (19 units)  
Larose Forest Garage in Bourget  
Larose Forest Workshop  
Larose Forest Storage Buildings in Bourget  
Larose Forest Administrative Office in Bourget  
Ambulance Base in Bourget (Rental)

## **Hawkesbury**

Prescott-Russell Residence  
Social Housing (236 units)  
Ambulance Base

## **Casselman**

GPR Early Years Centre (Rental)  
Ambulance Base (Rental)

## **Alfred and Plantagenet**

Emergency Services Office  
Alfred Ambulance Base (Rental)  
Plantagenet Public Works Garage  
Salt dome  
Ambulance Base (Rental)

## **Champlain**

Vankleek Hill Ambulance Base (Rental)  
Social Housing (26 units)  
United Counties' Administrative Building and Garage (including garage and warehouse in L'Orignal)  
Cassburn Public Works Garage

## **Nation Municipality**

St-Isidore Ambulance Station

## **Russell**

Embrun Public Works Garage  
Salt dome  
Social Housing (30 units)  
Embrun Ambulance Station

## **The UCPR's Commitment to Accessibility**

The Counties are committed to the removal and prevention of all types of barriers, in order to achieve full accessibility for persons with disabilities. To help realize this goal, the Corporation:

Implements policies, practices and procedures on the provision of goods and services to people with disabilities. Every effort is made to ensure that these policies are consistent with the principles of independence, dignity, integration and equal opportunity.

Welcomes people with disabilities to keep their service animals with them in all areas which are open to the public.



Welcomes support persons for people with disabilities to remain with them in all areas which are open to the public,

Posts notices on entrance doors and the County's website of any disruptions in facilities or services that are usually used by people with disabilities.

Receives and responds to feedback on how its goods and services are provided to people with disabilities.

Provides training to all staff and volunteers on the provision of the County's services to people with disabilities, on the Integrated Accessibility Standards and the Human Rights Code.

Performs inspection of all service locations in order to assist in the removal of physical barriers to accessibility.

Initiates physical accessibility improvements as part of renovations or as special projects. This includes improvements to doors, washrooms, interior hallways and rooms, ramps, signage, etc.

Ensures employment is accessible to persons with disabilities throughout the employment relationship.

Provides individual accommodations to members of staff when necessary.

Considers accessibility for persons with disabilities in the County's Emergency Plans.

Monitors and reviews its website regularly to ensure accessibility.

Has regard for accessibility features when acquiring or purchasing goods, services or facilities.

## **Part V**

### **Five Year Objectives**

This plan sets out a number of specific improvements over the next five years, aimed at making the County's programs and services more accessible for people with disabilities.

#### **2018**

- Complete the construction of a new office at Larose Forest in Bourget that includes access for people with reduced mobility and with automatic door openers.
- Install new asphalt in the office parking lot and in the P2 and P4 parking lots at Larose Forest, which provide access to many trails in the Bourget area.
- Install cameras in the Council rooms of the UCPR.
- Continue to evaluate and improve the Counties' buildings and properties with the objective of removing barriers and to make them more accessible.

## **2019**

- Install lights in P2, P3 and P4 parking lots at Larose Forest in Bourget.
- Launch of the eScribe platform to set agendas and take minutes for meetings of various committees and of the County Council. All documents are accessible.
- Launch the PR Transpo intermunicipal transport project.
- Renovate the EarlyON Child and Family Centre in Casselman.
- Construct an EarlyON Child and Family Centre in Rockland and Hawkesbury.
- Create standardized templates for letters and memos, etc.
- Continue to evaluate and improve the Counties' buildings and properties with the objective of removing barriers and to make them more accessible.

## **2020**

- New construction of the Prescott-Russell Residence.
- Install new Skype Room equipment for long-distance meetings.
- Ensure the continuity of the PR Transpo intermunicipal transport project.
- Continue to evaluate and improve the Counties' buildings and properties with the objective of removing barriers and to make them more accessible.

## **2021**

- Ensure the continuity of the PR Transpo intermunicipal transport project.
- Continue to evaluate and improve the Counties' buildings and properties with the objective of removing barriers and to make them more accessible.

## **2022**

- Ensure the continuity of the PR Transpo intermunicipal transport project.
- Continue to evaluate and improve the Counties' buildings and properties with the objective of removing barriers and to make them more accessible.