

The Nation Municipality

Annual Accessibility Status Report

combined for the years of 2020, 2021, 2022 and 2023

The Corporation of The Nation Municipality has established a multi-year accessibility plan to prevent and remove barriers to accessibility and to meet requirements under the *Accessibility for Ontarians with Disabilities Act* and the Integrated Accessibility Standards.

This Annual Status Report details the required annual update for the years 2020, 2021, 2022 and 2023 on the progress of measures taken to improve accessibility. The purpose of this report is to track our organization's progress and make the public aware of our initiatives.

This report is available online at www.nationmun.ca

To request an alternate format of this report, please contact: Aimée Roy at aroy@nationmun.ca or 613-764-5444.

General Accomplishments

In the past few years, our dedicated team has taken several initiatives to ensure an effective transition towards becoming a fully accessible workplace and service provider. In 2020, our satellite office in the Village of Fournier was renovated, and automatic doors, ramps and accessible showers and bathrooms were installed. Another significant initiative was taken in 2021, when The Municipality's website was fully redesigned in compliance with the Web Content Accessibility Guidelines (WCAG) 2.0 Level AA. Also, we are proud to announce that The Nation's Sports Complex opened in February 2023 and was conceived in accordance with AODA standards.

Customer Service Accomplishments

- Creation of the Accessibility Advisory Committee which acts as a resource to assist the Municipality with the enforcement of the requirements set out in the AODA;
- The conception of the Nation's new Sports Complex which is now operating and offering accessible installations;
- The renovation of the Fournier municipal office to integrate accessible installations;
- Creation of the 2022 Municipal Election Accessibility Plan;
- Redesigning of the Municipality's website in compliance with the Web Content Accessibility Guidelines (WCAG) 2.0 Level AA to ensure accessible information for our residents.

Information and Communications Accomplishments

- Redesigning of the Municipality's website in compliance with the Web Content Accessibility Guidelines (WCAG) 2.0 Level AA to ensure accessible information for our residents;

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- Utilization of Equidox software for PDF remediation to make all our public documents accessible;
- Implementation of an online form for residents to provide feedback on accessibility;
- Utilization of Telmatik for emergency alerts which offers a flexible notification solution for our residents who can opt for text messages or automated calls with speech synthesis reading.

Employment Accomplishments

- Implementation of the Statement of Policy and Procedure Accommodation on the Basis of Disability and Accessible Employment which states the Municipality's commitment to the prevention and removal of barriers to people with disabilities, to the ---accommodation of persons with disabilities and to the establishment of processes by which persons with disabilities may request accommodation.
- Implementation of the Return to Work Program Policy
- The renovation of the Fournier municipal office to integrate accessible installations.
- Notice of Equal Opportunity Employer on the Employment Opportunity's web page, on our job postings and on invitations for interviews.

Design of Public Spaces Accomplishments

- The conception of the Nation's new Sports Complex which is now operating and offering accessible installations.
- A committee was created for the rehabilitation of the St-Bernardin Park. Any new project will consider AODA Standards.
- Amount allocated in the 2023 budget for a ramp in the stands at the St-Isidore arena to make it accessible.
- Rodolphe Latreille park was revamped with new accessible structures and is expected to open to the public for Spring 2023.

Summary of Consultations

From 2020 to 2022 The Accessibility Advisory Committee met on the following dates: December 9th, 2020, May 5th 2021, September 16, 2021 and September 14, 2022. During the meetings, the Committee was consulted and provided recommendations about the projects mentioned in this report which are the revitalization of the Jean-Paul Charlebois Park, the revitalization of the Rodolphe Latreille Park, the designing of the new Sports Complex, the Accessibility Plan for Municipal Elections.

The Accessibility Advisory Committee met on August 22, 2023 at the St-Isidore Community Centre (Arena). During this meeting, the committee provided recommendations regarding the following matters:

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- Accessibility in prevision of the upcoming renovations of the St-Isidore Community Centre (Arena) for 2025
- Accessible employment
- Accessibility in parks
- Communications

Next Steps

The Accessibility Advisory Committee is planning on meeting at our municipal facilities to assess and determine potential improvements to make them accessible. The Committee will ensure that every project undertaken by the Municipality will follow the guiding principles and strategies and actions found in the Multi-Year Accessibility Plan 2023-2028.

Based on the Multi-Year Accessibility Plan 2023-2028, the Accessibility Advisory Committee established the following priorities:

- Acquire or install accessible infrastructures at the Marcel Legault Park in St-Isidore
- Increase public education on social media regarding accessibility
- Ensure that the St-Isidore Community Centre (Arena) is accessible on the renovation plans of 2025