



Lake Simcoe Region
conservation authority

Lake Simcoe Region Conservation Authority's Multi-Year Accessibility Plan

2012 - 2021 Multi-year Accessibility Plan

Integrated Accessibility Standards Regulation (IASR)

General Deliverables	Proposed Date for Implementation	Date of Completion	Legislated Date for Large Private and Non-Profits
Policies and Procedures	Not applicable	Not applicable	January 1, 2014
Create Policies with Statement of Organization Commitment in written form	November 1, 2013	December 14, 2013	January 1, 2014
Approval and Sign off	December 13, 2014	December 14, 2013	January 1, 2014
Make available to the public	January 1, 2014	Upon request	January 1, 2014
Available in alternative formats – upon request	Not applicable	January 1, 2014	January 1, 2014
Accessibility Plan – Multi Year	Not applicable	Not applicable	January 1, 2014
Develop Multi Year Accessibility Plan	Not applicable	January 1, 2014	January 1, 2014
Accessibility Plans – Post to Web	January 1, 2014	January 1, 2014	January 1, 2014
Prepare an Annual Status Report and Post	January 1, 2014	January 1, 2014	January 1, 2014
Review every 5 years	January 1, 2014	January 1, 2014	January 1, 2014
Provide in alternative format	January 1, 2014	January 1, 2014	January 1, 2014
Training – All employees and volunteers, policy developers, those providing goods or	Not applicable	All but 3 employees completed by February 7, 2014. 3 employees completed by	January 1, 2015

General Deliverables	Proposed Date for Implementation	Date of Completion	Legislated Date for Large Private and Non-Profits
services on behalf of organization regarding IASR and Human Rights Code		March 31, 2014 and volunteers, consultants will be trained on an “as utilized” basis	

Information and Communications	Proposed Date for Implementation	Date of Completion	Legislated Date for Large Private and Non-Profits
Emergency Procedure Plans or Public Safety Information – inventory and make accessible, ie/ any warning we share with the public	Not applicable	January 1, 2012	January 1, 2012
Feedback – is feedback system accessible upon request	Not applicable	January 1, 2012	January 1, 2015
Accessible formats and communication supports upon request (timely, no cost)	Not applicable	January 1, 2012	January 1, 2016
Create Strategic Communications Plan – create processes for flow of documents, who ensures pdfs are accessible, who checks for accessibility before posting to website, decide on corporate wide fonts, staff	December 31, 2015	Not applicable	Suggestion only

Information and Communications	Proposed Date for Implementation	Date of Completion	Legislated Date for Large Private and Non-Profits
training on accessible document creation, analysis of website content and new content			
Website New Internet WCAG 2.0 Level A (other than close captions live pre-recorded)	Not applicable	January 1, 2014	January 1, 2014
All internet websites and web content WCAG 2.0 Level AA	January 1, 2021	Not applicable	January 1, 2021

Employment	Proposed Date for Implementation	Date of Completion	Legislated Date for Large Private and Non-Profits
Workplace Emergency Response	Not applicable	January 1, 2012	January 1, 2012
Recruitment – notify employees and public regarding availability of accommodation	January 1, 2016	January 1, 2015	January 1, 2016
Notify applicant – availability of accommodation upon request for assessments or selectin process	January 1, 2016	January 1, 2015	January 1, 2016
Inform employees of policies regarding job accommodation	January 1, 2016	January 1, 2015	January 1, 2016
Accessible formats and communication	January 1, 2016	January 1, 2015	January 1, 2016

Employment	Proposed Date for Implementation	Date of Completion	Legislated Date for Large Private and Non-Profits
supports available to perform job			
Have a Documented Individual Accessibility Plan	January 1, 2016	January 1, 2016	January 1, 2016
Have a Return to Work Process	January 1, 2016	January 1, 2016	January 1, 2016
Performance Managements takes into account accessibility needs	January 1, 2016	January 1, 2016	January 1, 2016
Career Development and Advancement Process takes into account accessibility needs	January 1, 2016	January 1, 2016	January 1, 2016
Redeployment process takes into account accessibility needs	January 1, 2016	January 1, 2016	January 1, 2016

Public Spaces	Proposed Date for Implementation	Date of Completion	Legislated Date for Large Private and Non-Profits
Incorporate the Design of Public Spaces on newly developed or redeveloped recreational trails and beach access routes, outdoor public use eating areas, outdoor play spaces, exterior paths of travel,	January 1, 2017	January 1, 2017	January 1, 2017

Public Spaces	Proposed Date for Implementation	Date of Completion	Legislated Date for Large Private and Non-Profits
accessible parking, and service-related elements			
If developing recreational trails consult with public, persons with disabilities and municipal Accessibility Advisory Committee if there is one	January 1, 2017	January 1, 2017	January 1, 2017
Provide maintenance and restoration of public spaces	January 1, 2017	January 1, 2017	January 1, 2017
Develop procedures for preventative and emergency maintenance of accessible elements in public spaces	January 1, 2017	January 1, 2017	January 1, 2017

* Per Regulation 80.44: Should we re-develop or construct any element referred to in the Design of Public Spaces subsection, we will follow current practices for dealing with temporary disruptions when accessible elements are not in working order. Further, we will ensure that preventative and emergency maintenance is performed on the accessible elements in public spaces as required in the Act.

General Requirements	Proposed Date for Implementation	Date of Completion	Legislated Date for Large Private and Non-Profits
Report every three years as of December 31, 2014	December 31, 2017	March 23, 2017	December 31, 2017