



MUNICIPALITY OF **West Elgin**

The Corporation Of The Municipality Of West Elgin

By-Law No. 2021-54

A By-law to repeal and replace a policies with respect to Accessibility – HR 8.2 Accessibility, HR 8.3 Emergency Response, HR 8.4 Accommodation in the Workplace, HR 8.5 Return to Work and HR 8.6 Temporary Service Disruption

Whereas Section 5(3) of the *Municipal Act, 2001, S.O. 2001, c.25*, as amended, provides that a municipal power shall be exercised by By-Law; and

Whereas Section 3 of O'Reg 191/11 *Integrated Accessibility Standards* states that every obligated organization shall develop, implement and maintain policies governing how the organization achieves or will achieve accessibility through meeting its requirements referred to in this Regulation; and

Whereas the Council of The Corporation of the Municipality of West Elgin has deemed it expedient to repeal and replace the following policies:
HR 8.2 Accessibility Policy, HR 8.3 Emergency Workplace Response Policy, HR 8.4 Accommodation in the workplace and HR 8.5 Modified Work Plan; and

Whereas the Council of The Corporation of the Municipality of West Elgin has deemed it expedient to enact a policy with regards to Temporary Service Disruptions;

Now Therefore the Council of The Corporation of the Municipality of West Elgin enacts as follows:

1. That the Policy regarding Accessibility, identified as Schedule 'A' attached hereto is authorized and approved.
2. That the Policy regarding Emergency Response, identified as Schedule 'B' attached hereto is authorized and approved.
3. That the Policy regarding Accommodation in the Workplace, identified as Schedule 'C' attached hereto is authorized and approved.
4. That the Policy regarding Return to Work, identified as Schedule 'D' attached hereto is authorized and approved.

5. That the Policy regarding Temporary Service Disruption, identified as Schedule 'E' attached hereto is authorized and approved.

6. That by-laws 2012-89, 2019-90 and 2015-25 are hereby repealed.

7. That this by-law shall come into force and effect upon the final reading thereof.

Read a first, second, and third time and finally passed this 14th day of October, 2021.

Duncan McPhail
Mayor

Jana Nethercott
Clerk

Schedule A